



SCALE

SACRAMENTO COUNTY ALLIANCE OF LAW ENFORCEMENT

*Board Meeting Agenda
Wednesday, January 6, 2016*

**DCSS
3701 Power Inn Rd.
Sacramento, CA 95826
12PM**

Call to Order

- I. Roll Call
- II. Approval of Minutes from Last Meeting (December 2, 2015)
- III. Treasurer's Report
- IV. Old Business
 - a. Movie Tickets-Monthly Drawing
 - b. PEPRA 2013 Update
 - c. IA's and Process Servers – Wage Reopener LOU
 - d. IT Acceptable Use Policy
 - e. Work Place Drug Use Policy
 - f. Mary Zenor Scholarship – Proposed Changes for 2016
 - g. 2016 Board Meeting Locations
- V. New Business
 - a) Special Nominations/Elections-DA Representative
 - b) Donation Request-DART and Sacramento Crime Alert
 - c) New Website / Email
 - d) "Take a Break with SCALE" 2016
 - e) Retirement Cards/Badges
- VI. Executive Sessions
- VII. Adjournment



SCALE

SACRAMENTO COUNTY ALLIANCE OF LAW ENFORCEMENT

***Board Meeting Minutes
Wednesday, January 6, 2016***

***DCSS
3701 Power Inn Rd.
Sacramento, CA 95826
12PM***

Board Members in Attendance

Heather Jeter	Will Safford	Marcus Kelln
Craig Triebold	Clif Roberts	Kevin Baker
Amy Jassel		

Others in Attendance

Linda Riley	Joe Wagstaff
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- I. The meeting was called to order at 12:17PM. The meeting was held at 3701 Power Inn Rd, Sacramento, CA 95826.
- II. Approval of Minutes from Last Meeting (December 2nd, 2015)
 - a. Motion: Craig Triebold
 - b. Second: Amy Jassel
 - c. Passed: Unanimous
- III. Treasurer's Report

Chase Accounts

General Fund 6222	\$37,911.65
Legal Defense Fund 3904	\$54,094.28
Savings Account 7915	\$26,270.38
Wells Fargo Office Account	\$277.08
Debit Card Account	\$2,114.69
Total Accounts	\$120,668.08

<u>American Funds</u>	Initial	\$15,000.00
investment		
<u>Foothill Securities</u>	Initial	\$200,000.00
Investment		
Unrealized Gain/(Loss)		\$19,132.85
Total Ameriprise Investment		\$234,132.85
Total Cash and Investments		\$354,800.93

- a. Motion: Kevin Baker
- b. Second: Marcus Kelln
- c. Passed: Unanimous

IV. Old Business

- a. Movie Tickets-Monthly Drawing
 - a. Trung To: DA's office
 - b. Charles Magnuson: PD's office
- b. PEPRA 2013 Update
 - a. No updates
- c. IA's and Process Servers – Wage Reopener LOU
 - a. No updates
- d. IT Acceptable/Work Place Drug Use Policy
 - a. No updates
- e. Work Place Drug Use Policy
 - a. No updates
- f. Mary Zenor Scholarship – Proposed Changes for 2016
 - a. The subcommittee received little feedback from membership after repeated solicitations. Motion to keep the Mary Zenor Scholarship as is
 - i. Motion: Craig Triebold
 - ii. Second: Marcus Kelln
 - iii. Passed: Unanimous
- g. 2016 Board Meeting Locations
 - a. Calendar handed out to the board with one change: DA's office will host the September 2016 general membership meeting
- h. Labor Agreements: CTO vs. OT
 - a. No updates
- i. Pay increase for park rangers
 - a. No updates

V. New Business

- a) Donation Request – DART and Sacramento Crime Alert

- a. Motion to buy a table for each charity event and give board members two tickets per event, either one member and their spouse or two board members. The remainder of the tickets will be given by raffle to the members. Each member selected by raffle will get two tickets.
 - i. Motion: Amy Jassel
 - ii. Second: Will Safford
 - iii. Passed: Unanimous
- b) New Website/Email
 - a. Jeremy notified the board by email to approve \$1,000.00 to build a new website because our current vendor is not providing good customer service and the website/email is not working as we would like. Linda shopped vendors. Jeremy and Linda settled on AT&T to host a temporary website and email address. Its only \$10.00 per month and they are preferred at this point because they provide over the phone support along with 120 email accounts. Most providers only give email support. If this temporary website meets our needs, we may keep it permanently. Craig has offered to assist Linda in creating our permanent website.
- c) "Take a Break with SCALE" 2016
 - a. No updates
- d) Retirement Cards/Badges/Benefit
 - a. Motion to provide \$150.00 benefit to retiring members. If there is a cost to provide a replacement badge mounted or in a wallet, that will be subtracted from the \$150.00 and the remainder will be provided to the member.
 - i. Motion: Clif Roberts
 - ii. Second: Will Safford
 - iii. Passed: Unanimous
- e) PDQ for Coroner's Office
 - a. A class study is being conducted for deputy coroner and supervising deputy coroner.
- f) Financial Advisor Report
 - a. Westlake, Grahl and Glover, our financial advisers, have provided a report on SCALE investments. The report was distributed to the board. All discussions are tabled.
- g) Translation Pay Incentive
 - a. SCALE members that work at the DA's office do not receive an pay incentive for translation duties. Joe stated that managers at the DA's office are seeking a side letter agreement to allow DA office staff to receive such pay. Both Joe and the managers are citing the recent side letter signed at DHA as an example. Joe will work with Jeremy and Kim on this issue.
- h) Special Election for DA's office

- a. A special election nomination for a rep at the DA's office has been posted at the DA's office. The nomination period is January 4th to January 14th. After the nomination period, if there is more than one nominee, Heather will contact the nominees and arrange the election. If there is only one nominee, that individual will become the rep for the DA's office. Currently, there are three people who have nominated Joe Wagstaff for rep. There have been no other nominations.
- i) New Board Member Recognized
 - a. Amy Jassel has joined the board as Member AT Large. New Board Roster handed out to the Board.

VI. Executive Sessions

VII. Adjournment
2:30PM



SCALE

SACRAMENTO COUNTY ALLIANCE OF LAW ENFORCEMENT

Board Meeting Agenda Wednesday, February 3, 2016

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

Call to Order

- I. Roll Call
- II. Approval of Minutes from Last Meeting (January 6, 2016)
- III. Treasurer's Report
- IV. Old Business
 - a. Appoint and Welcome New DA Representative
 - b. Movie Tickets-Monthly Drawing
 - c. PEPRA 2013 Update
 - d. IA and PS – Wage Reopener LOU
 - e. IA and PS - Class Study
 - f. IT Acceptable Use Policy
 - g. Work Place Drug Use Policy
 - h. Mary Zenor Scholarship – Proposed Changes for 2016
 - i. "Take a Break with SCALE" 2016
 - j. Class Study for Deputy Coroner and Supervising Deputy Coroner
 - k. Park Ranger Pay Increase
 - l. DCSS – CTO
 - m. SCALE Webpage and Mail Server Update
- V. New Business
 - a) Deputy Coroner Kit Carver – ALS Association Donation
 - b) California Police Youth Charities
 - c) Coverage for April 6th Board and PAC Meetings
- VI. Executive Sessions
- VII. Adjournment



SCALE

SACRAMENTO COUNTY ALLIANCE OF LAW ENFORCEMENT

Board Meeting Minutes Wednesday, February 3, 2016

***Crime Lab
4800 Broadway
Sacramento, CA 95820
7PM***

Board Members in Attendance

Jeremy Zerbe	Joe Wagstaff	Heather Jeter
Leonard Thompson	Craig Triebold	Kevin Baker
Clif Roberts	Amy Jassel	Marcus Kelln

Others in Attendance

Linda Riley	Kim Gillingham	Raphael Ruano
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- I. The meeting was called to order at 5:27PM. The meeting was held at 4800 Broadway, Sacramento, CA 95820.
- II. Approval of Minutes from Last Meeting (January 6th, 2016)
 - a. Motion: Marcus Kellen
 - b. Second: Craig Triebold
 - c. Passed: Unanimous
- III. Treasurer's Report

Chase Accounts

General Fund 6222	\$43,026.16
Legal Defense Fund 3904	\$54,096.41
Savings Account 7915	\$26,271.42
Wells Fargo Office Account	\$728.57
Debit Card Account	\$1,967.72
Total Accounts	\$126,090.28

<u>American Funds</u> Initial investment		\$15,000.00
<u>Foothill Securities</u> Initial Investment		\$200,000.00
Unrealized Gain/(Loss)		\$14,418.49
Total Ameriprise Investment		\$229,418.49
Total Cash and Investments		\$355,508.77

- a. Motion: Marcus Kelln
- b. Second: Craig Triebold
- c. Passed: Unanimous

IV. Old Business

- a. Appoint and Welcome New DA Representative
 - a. Joe Wagstaff was appointed and welcomed to SCALE board. He will be representing the DA's office
- b. Movie Tickets-Monthly Drawing
 - a. Kristine Myher: Crime Lab
 - b. Ernest Stewart: DHA
- c. PEPRA 2013 Update
 - a. No updates
- d. IA's and Process Servers – Wage Reopener LOU
 - a. No Yay or Nay on 1.3% to bring IA's to median
- e. IA and PS – Class Study
 - a. County personnel is putting together PDQs and a memo to be distributed. There is no eta for distribution but it should happen soon.
- f. IT Acceptable/Work Place Drug Use Policy
 - a. We shared concerns but waiting for county to schedule subsequent meeting. Lots of unions having an issue with police this may be causing delay.
- g. Work Place Drug Use Policy
 - a. Police speaks to tobacco use. No meet and confer on topic
- h. 2016 Board Meeting Locations
 - a. Joe was brought up to speed on this program. He will coordinate with his office, Jeremy, and Linda to set up dates
- i. Class Study for Deputy Coroner and Supervising Deputy Coroner
 - a. PDQ has been handed out. This was sudden and we don't know why it was started.
- j. Park Ranger Pay Increase

- a. This is a done deal. The increase was not 16%. It was downgraded to a 5% increase to the base pay. This is not an add on
- k. Labor Agreements: CTO vs. OT
 - a. No updates
- l. SCALE Webpage and Mail Server Update
 - a. We had issues with the website. Linda and Craig worked on the website. Craig got it to work but AT&T's business set up isn't good. Craig has experience with Wix. Wix is a webpage and mail server vender. The cost is \$12.00 a month. We will use Wix moving forward.

V. New Business

- a) Deputy Coroner Kit Carver – ALS Association Donation
 - a. Mr. Carver passed away due to complications associated with ALS. Usually the union will provide a retirement gift of \$150.00 to each SCALE member. Because he passed before he retired, motion to donate \$150.00 to Sacramento ALS in his name
 - i. Motion: Clif Roberts
 - ii. Second: Heather Jeter
 - iii. Passed: Unanimous
- b) California Police Youth Charities
 - a. No money given to these charities
- c) Coverage for April 6th Board and PAC Meetings
 - a. Heather will head this meeting in Jeremy's absence
- d) Paper checks
 - a. The county will not be sending any paper checks for any sort of pay or reimbursement. Only direct deposit. Before, they had not included reimbursements in their direct deposit program, but it has now been expanded to include them.
- e) ACA
 - a. The county is sending the federal government that SCALE members have healthcare. Members can file taxes before these notices are sent.
- f) Project Save Golf Tournament
 - a. The Board received a thank you note for donating to this charity.
- g) Work Shift Alternatives at DCSS
 - a. WSA policy is not addressing key components
 - b. It is time to have a meeting with Mary
- h) Family Justice Center
 - a. The address for the new Family Justice Center is 3701 Power Inn Road (the DCSS building) on the third floor.

There is some concern that the cliental for this center will put members working in DCSS at increased security risk

i) Release time

- a. Side letter to let the board get release time for trainings meetings, etc. Currently some offices don't allow board members to attend board meetings without using vacation time.

VI. Executive Sessions

VII. Adjournment
6:57PM



SCALE

SACRAMENTO COUNTY ALLIANCE OF LAW ENFORCEMENT

Board Meeting Agenda Wednesday, March 2, 2016

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

Call to Order

- I. Roll Call
- II. Approval of Minutes from Last Meeting (February 3, 2016 and February 9, 2016)
- III. Treasurer's Report
- IV. Old Business
 - a. Movie Tickets-Monthly Drawing
 - b. PEPRA 2013 Update
 - c. IA and PS – Wage Reopener LOU
 - d. IA and PS - Class Study
 - e. IT Acceptable Use Policy
 - f. Work Place Drug Use Policy
 - g. Mary Zenor Scholarship – Proposed Changes for 2016
 - h. "Take a Break with SCALE" 2016
 - i. Class Study for Deputy Coroner and Supervising Deputy Coroner
 - j. SCALE Webpage and Mail Server Updates
- V. New Business
 - a) Coverage for April 6th Board and PAC Meetings
 - b) 17th Annual Public Safety & Community Appreciation Luncheon
 - c) PC 32000 Amendment Bill
 - d) Lisa Van Wormer Summary Judgement Collection
 - e) PORAC Death Penalty Reform & Savings
- VI. Executive Sessions
- VII. Adjournment



SCALE

SACRAMENTO COUNTY ALLIANCE OF LAW ENFORCEMENT

Board Meeting Minutes Wednesday, March 2, 2016

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

Board Members in Attendance

Marcus Kelln	Clif Roberts
Heather Jeter	Jeremy Zerbe
Joe Wagstaff	Leonard Thompson
Craig Triebold	Will Safford
Kevin Baker	

Others

Linda Riley	Kim Gillingham
Dan Thompson	

- I. The meeting was called to order at 1:14PM. The meeting was held at 3075 Prospect Park Drive, Rancho Cordova, CA 95670.
- II. Approval of Minutes from Last Meeting (February 3, 2016 and February 9, 2016)
 - a. First: Heater Jeter, with corrections
 - b. Second: Joe Wagstaff
 - c. Passed: Unanimous
- III. Treasurer's Report

Chase Accounts

General Fund 6222	\$61,553.17
Legal Defense Fund 3904	\$54,098.69
Savings Account 7915	\$26,272.53
Wells Fargo Office Account	\$348.31
Debit Card Account	\$1,917.73

	Total Accounts	\$144,190.43
<u>American Funds</u>	Initial	\$15,000.00
investment		
<u>Foothill Securities</u>	Initial	\$200,000.00
Investment		
Unrealized Gain/(Loss)		\$14,897.00
	Total Ameriprise Investment	\$229,897.00
	Total Cash and Investments	\$374,087.43

- a. Motion: Clif Roberts
- b. Second: Joe Wagstaff
- c. Passed: Unanimous

IV. Old Business

- a. Movie Tickets-Monthly Drawing
 - a. John Beardsley: DA's Office
 - b. Leticia Fernandez: DCSS
- b. PEPRA 2013 Update
 - a. No updates
- c. IA and PS – Wage Reopener LOU
 - a. No Updates. Jeremy gave a general overview of the history of the topic.
- d. IA and PS - Class Study
 - a. Jeremy discussed the PDQ process. He also said the county is exploring getting rid of the PS classification and phasing all current PSs into the IA classification. This is a slow process. Kim also discussed the process.
- e. IT Acceptable Use Policy
 - a. No updates but Kim and Jeremy are meeting with the county next Tuesday
- f. Work Place Drug Use Policy
 - a. No updates but Kim and Jeremy are meeting with the county next Tuesday
- g. Mary Zenor Scholarship – Proposed Changes for 2016
 - a. There will be no changes. We will use the 2014 essay questions.
- h. "Take a Break with SCALE" 2016
 - a. Jeremy solicited the board to sign up different representative groups to take a break with SCALE.
 - b. Crime lab and coroners will team up for one take a break event
- i. Class Study for Deputy Coroner and Supervising Deputy Coroner
 - a. No word from the county on where the county is with the class study process

- j. SCALE Webpage and Mail Server Updates
 - a. Craig has worked on the website. It will be done in a few weeks.
- k. Polling PORAC members on moving to tier 1
 - a. Generally, the following offices are for the move:
 - i. DA's office
 - ii. DHA's office
 - b. Generally, the following offices are against the move:
 - i. Coroners
 - c. The park rangers are mixed on the idea

V. New Business

- a) Coverage for April 6th Board and PAC Meetings
 - a. Heather will be heading the April meeting
- b) 17th Annual Public Safety & Community Appreciation Luncheon
 - a. Motion to purchase a table at the event. Total Cost: \$400.00
 - i. Motion: Heather Jeter
 - ii. Second: Clif Roberts
 - iii. Passed: Unanimous
- c) PC 32000 Amendment Bill
 - a. Glock Generation 4 cannot be purchased for any non 830.1 peace officer due to the roster list managed by CA DOJ. This amendment would allow peace officers to get any gun they want. Kim suggested having PORAC take up this cause.
 - b. Letter of support for the Jeremy will be generated soon.
 - i. Motion: Joe Wagstaff
 - ii. Second: Marcus Kelln
 - iii. Passed: Unanimous
- d) Lisa Van Wormer Summary Judgement Collection
 - a. Brett with Goyette's office said the easiest way to collect on this debt of approximately \$49,000.00 would be to contract with a debt collection agency in New York as that is where she is located.
 - b. Heather suggested we long arm enforce the order on our own and not use a debt collection agency. Dan with Goyette's office will look into it
- e) PORAC Death Penalty Reform & Savings
 - a. PORAC is asking for all members of their association to collection signatures for the PORAC Death Penalty Reform and Savings Act.
- f) DA's building Lobby safety
 - a. Changes are being made to the Lobby in the DA's building. The changes made will help improve safety. However, while the changes are being made, the back door will be used temporarily to help the public. This temporary change may not be safe. Joe is working with the county on this topic and so far they are working with Joe to insure the area is safe. Joe thinks a good safety measure would be to get gun belts and training on related security

techniques to individuals conducting front desk duties. Jeremy will approach the DA leadership on Joe's suggested safety measures.

- g) Family Resource Center at 3701 Power Inn Building
 - a. There may be a chance that the family resource center will not be at the 3701 Power Inn Building. More to come.
- h) Retiree Medical Benefit
 - a. Kim explained that the lion share of surrounding counties is doing away with retiree medical benefit

VI. Executive Sessions

VII. Adjournment
2:33



SCALE

SACRAMENTO COUNTY ALLIANCE OF LAW ENFORCEMENT

***General Membership Meeting Agenda
Wednesday, March 2, 2016***

***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 2, 2015)
- IV. Treasurer's Report
- V. Old Business
 - a) Investigative Assistant and Process Server Wage Reopener Updates
- VI. New Business
 - a) IA and PS PDQ Distribution
 - b) SCALE Legal Representation
 - c) Unit 31 Possible Shift to PORAC Tier 1
 - d) PC 32000 Amendment Bill
- VII. Adjournment



SCALE

SACRAMENTO COUNTY ALLIANCE OF LAW ENFORCEMENT

***General Membership Meeting Minutes
Wednesday, March 2, 2016***

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

Board Members in Attendance

Marcus Kelln	Clif Roberts
Heather Jeter	Jeremy Zerbe
Joe Wagstaff	Leonard Thompson
Craig Triebold	Will Safford
Kevin Baker	

Others

Linda Riley	Kim Gillingham
Oscar Barragan	Mark Bigelow
Lovel Rachelle Bolden	Morgan Burnham
Elizabeth Castillo	Sunjeve Chatkara
Aaron Copeland	Michael Dace
Daniel DeBerry	Brett Farr
Kyle Franklin	Guadalupe Gonzalez
Carol Gordon	Charlene Grzeczowski
Lee Hanks	Tracy Johnson
Derrica Lawton	Gregory Leafe
Thu Ngo	Bruce Parr
Cynthia Pilas	Angela Taylor
Caryn King	William Montague
Matthew Monterosso	William Sanderson
Jimmy Vigon	Robert Waugh

I. The meeting was called to order at 12:17PM. The meeting was held at 3075 Prospect Park Drive, Rancho Cordova, CA 95670.

II. Approval of Minutes from Last Meeting (December 2, 2015)

- a. Motion: Heather Jeter
- b. Second: Craig Triebold
- c. Passed: Unanimous

III. Treasurer's Report

Chase Accounts

General Fund 6222	\$61,553.17
Legal Defense Fund 3904	\$54,098.69
Savings Account 7915	\$26,272.53
Wells Fargo Office Account	\$348.31
Debit Card Account	\$1,917.73
Total Accounts	\$144,190.43

American Funds Initial investment \$15,000.00

Foothill Securities Initial Investment \$200,000.00

Unrealized Gain/(Loss) \$14,897.00

Total Ameriprise Investment \$229,897.00

Total Cash and Investments \$374,087.43

- a. Motion: Clif Roberts
- b. Second: Joe Wagstaff
- c. Passed: Unanimous

IV. Old Business

- a) Investigative Assistant and Process Server Wage Reopener Updates
 - a. No Updates. Jeremy gave a general overview of the history of the topic.

VI. New Business

- a) IA and PS PDQ Distribution
 - a. Jeremy discussed the PDQ process. He also said the county is exploring getting rid of the PS classification and phasing all current PSs into the IA classification. This is a slow process. Kim also discussed the process.

- i. Caryn suggested getting the leadership from all effected departments on board with the change. That may help the process not stall or be all for not.
 - b) SCALE Legal Representation
 - a. The board has been looking at new legal representation for the board. Going forward, the board will bring those discussions to the general membership.
 - c) Unit 31 Possible Shift to PORAC Tier 1
 - a. The board will ask for input from the membership about the idea of shifting all SCALE members who are also members of PORAC Tier 2 to PORAC Tier 1. The shift to Tier 1 would be an increase in payments by:
 - i. \$5.77 per pay period increase for coverage including incidents that happen that are within job scope only
 - ii. \$8.07 per pay period increase for coverage including incidents that happen that are within and without job scope
 - iii. These amounts can go up every year. The increase is limited to a 50% increase.
 - b. Joe would like to know the cost of legal representation in the circumstance of conflict counsel
 - d) PC 32000 Amendment Bill
 - a. Glock Generation 4 cannot be purchased for any non 830.1 peace officer due to the roster list managed by CA DOJ. This amendment would allow peace officers to get any gun they want. Kim suggested having PORAC take up this cause.

VII. Adjournment
12:56



SCALE

SACRAMENTO COUNTY ALLIANCE OF LAW ENFORCEMENT

ATTENTION ALL MEMBERS

Quarterly General Membership Meeting

Wednesday, March 2, 2016

DHA

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

**Investigative Assistant and Process Server Wage Reopener
Investigative Assistant and Process Server PDQ Distribution
SCALE Legal Representation
Unit 31 Possible Shift to PORAC Tier 1
PC 32000 Amendment Bill**

***If you plan on attending, please RSVP by emailing
info@scale.org or call (916) 858-2689 before Monday,
February 29, 2016. Lunch is provided.***

Regular Board Meeting to Follow



SCALE

SACRAMENTO COUNTY ALLIANCE OF LAW ENFORCEMENT

***Board Meeting Agenda
Wednesday, April 6, 2016***

***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 2, 2016)
- III. Treasurer's Report
- IV. Old Business
 - a. Movie Tickets-Monthly Drawing
 - b. PEPRA 2013 Update
 - c. IA and PS – Wage Reopener LOU
 - d. IA and PS - Class Study
 - e. IT Acceptable Use Policy
 - f. Work Place Drug Use Policy
 - g. Mary Zenor Scholarship
 - h. "Take a Break with SCALE" 2016
 - i. Class Study for Deputy Coroner and Supervising Deputy Coroner
 - j. SCALE Webpage and Mail Server Updates
 - k. 17th Annual Public Safety & Community Appreciation Luncheon
 - l. PC 32000 Amendment Bill
 - m. Lisa Van Wormer Summary Judgement Collection
 - n. PORAC Death Penalty Reform & Savings
 - o. PORAC Shift to Tier 1- Legal Representation
- V. New Business
 - a. County Transportation Policy Revisions-Draft
 - b. Retiree Medical Trust Letter of Understanding
 - c. Memorial Donation to Yolo SPCA- Steve Ungles
 - d. Cell Phone Tracking – DA and PD
 - e. Leave Time for Board Members – Bank of Hours

VI. Executive Sessions

VII. Adjournment



SCALE

SACRAMENTO COUNTY ALLIANCE OF LAW ENFORCEMENT

Board Meeting Minutes Wednesday, April 6, 2016

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

Board Members in Attendance

Marcus Kelln	Joe Wagstaff	Heather Jeter
Leonard Thompson	Craig Triebold	Kevin Baker
Clif Roberts	Amy Jassel	

Others in Attendance

Linda Riley	Kim Gillingham	Brett Sherman
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I. The meeting was called to order at 1:17PM. The meeting was held at 14 Business Park Drive., Sacramento, CA 95828

II. Approval of Minutes from Last Meeting (March 2, 2016)

- a) Motion: Marcus Kelln
- b) Second: Kevin Baker
- c) Passed: Unanimous

II. Treasurer's Report

Chase Accounts

General Fund 6222	\$46,087.95
Legal Defense Fund 3904	\$54,100.97
Savings Account 7915	\$26,273.64
Wells Fargo Office Account	\$1,549.90
Debit Card Account	\$1,398.06
Total Accounts	\$129,410.52

<u>American Funds</u>	Initial	\$15,000.00
investment		

<u>Foothill Securities</u>	Initial	\$200,000.00
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Investment

Unrealized Gain/(Loss) \$29,209.42

Total Ameriprise Investment \$244,209.42

Total Cash and Investments \$373,619.94

- a) Motion: Clif Roberts
- b) Second: Marcus Kelln
- c) Passed: Unanimous

III. Old Business

- a. Movie Tickets-Monthly Drawing
 - a. Kurt Leatherman – DA’s Office
 - b. Shirley Scheffler – DA’s Office
- b. PEPRA 2013 Update
 - a. Kim provided a brief update on PEPRA 2013
- c. IA and PS – Wage Reopener LOU
 - a. The county has denied any increase because everyone is within the 5% of market.
- d. IA and PS - Class Study
 - a. The county will do the class study on this classification
- e. IT Acceptable Use Policy
 - a. No issues with these policies. We are keeping an eye on this.
- f. Work Place Drug Use Policy
 - a. No issues with these policies. We are keeping an eye on this.
- g. Mary Zenor Scholarship
 - a. May 20th is the deadline
 - b. No applications have been received yet.
- h. “Take a Break with SCALE” 2016
 - a. Please solidify dates for this and get it to Jeremy, Kim and Linda
 - b. DCSS will have theirs on April 19th from 12 to 1
- i. Class Study for Deputy Coroner and Supervising Deputy Coroner
 - a. No updates
- j. SCALE Webpage and Mail Server Updates
 - a. Linda and Craig are working on this. This should be finalized by our next board meeting.
- k. 17th Annual Public Safety & Community Appreciation Luncheon
 - a. Six seats available. This info will be coming out soon.
- l. PC 32000 Amendment Bill
 - a. No updates
- m. Lisa Van Wormer Summary Judgement Collection
 - a. Goyette has reached out to a law firm in NY. Waiting for a response.

- n. PORAC Death Penalty Reform & Savings
 - a. No updates
- o. PORAC Shift to Tier 1- Legal Representation
 - a. No updates. This will be discussed by the board soon.
- V. New Business
 - a. County Transportation Policy Revisions-Draft
 - a. Kim and Jeremy are meeting with Matt Connolly on Friday at 10am to discuss this and the cell phone issue
 - b. Retiree Medical Trust Letter of Understanding
 - a. Matt Connolly sent a letter to Kim recently. This issue is closed.
 - c. Memorial Donation to Yolo SPCA- Steve Ungles
 - a. Steve Ungles passed away and was a member of SCALE. Instead of his retirement gift of \$150.00, the board pre-approved a donation to the Yolo SPCA which was the wishes of his family. This money has been sent to that organization.
 - d. Cell Phone Tracking – DA and PD
 - a. See above, item V.a.
 - e. Leave Time for Board Members – Bank of Hours
 - a. Matt Connolly and Robert Bonner approved this
 - b. Currently, 1040 hours are allowed for the president but the county will bump up to 1500 hours to get release for monthly meetings. Also, based on approval from union president, board members can have up to 16 more hours annually for additional training.

VI. Executive Sessions

VII. Adjournment 2:10PM



SCALE

SACRAMENTO COUNTY ALLIANCE OF LAW ENFORCEMENT

Special Board Meeting Minutes Wednesday, April 12, 2016

***Coroner / Crime Lab
4800 Broadway
Sacramento, CA 95820
6PM***

Board Members in Attendance

Jeremy Zerbe	Heather Jeter	Marcus Kelln
Leonard Thompson	Craig Triebold	Kevin Baker
Clif Roberts	Amy Jassel	Will Safford

Others in Attendance

Linda Riley

- I. The meeting was called to order at 6:17PM. The meeting was held at 4800 Broadway, Sacramento, CA 95820.
- II. A special meeting of the Board was called to consider topics related to PORAC plans for Unit 031 and alternate legal representation for SCALE.
 - a) SCALE will not provide any additional member subsidies to offset additional costs associated with Unit 031 shifting from the PORAC Tier 2 to the PORAC Tier 1 plan.
 - 1) Motion: Leonard
 - 2) Second: Amy
 - 3) Passed: Unanimous
 - b) Unit 031 will be permitted to shift to the PORAC Tier 1 plan with the enhanced non-scope coverage.
 - 1) Motion: Clif
 - 2) Second: Amy
 - 3) Passed: Unanimous
 - c) Unit 031 will make the final decision on the change in coverage via an online voting service. SCALE will set up an annual plan with the voting service.
 - 1) Motion: Clif

- 2) Second: Heather
- 3) Passed: Unanimous

d) The Board will wait until the newly vacated DCSS and LESU At-Large Representative positions on the Board have been filled prior to making a final decision on alternate legal representation.

- 1) Motion: Clif
- 2) Second: Amy
- 3) Passed: Unanimous

e) The final decision regarding alternate legal representation will be at the Board level.

- 1) Motion: Leonard
- 2) Second: Kevin
- 3) Passed: Unanimous

f) One option being explored is a hybrid model for SCALE legal representation. Leonard and Jeremy will gather additional information and provide their findings to the Board.

III. Adjournment
8:05PM

SCALE recognizes that our Peace Officers are exposed to greater liability than other groups in our membership. As such, it is in the best interests of these members for SCALE to be proactive in effectively managing this increased liability to those members. As Peace Officers, you have access to resources that are not available to other groups in SCALE. Through the Peace Officers Research Association of California (PORAC), you have access to the PORAC Legal Defense Fund (LDF). SCALE members in the Peace Officers Unit (031), that are members of PORAC, are currently enrolled in PORAC LDF Tier 2 plan. The cost of this is paid by each member through payroll deduction. PORAC LDF Tier 2 benefits provide access to PORAC LDF approved attorneys to represent you in job related civil or criminal actions. PORAC LDF coverage can also include access to PORAC LDF approved attorneys to represent you during scope and non-scope administrative discipline matters. This enhanced benefit is only provided under the PORAC LDF Tier 1 plan with the expanded non-scope coverage. A shift to this level of coverage will cost each member an additional \$5.77 pay period. However, PORAC may increase or decrease the monthly cost to each member based on utilization by the membership. The amount of increase or decrease is determined on a yearly basis but any increase can be no greater than 50% of the monthly cost up to a maximum of \$62/month per member. The affected membership would be responsible for the increased cost. This additional cost would be in addition to the cost of PORAC dues and PORAC Long Term Disability, if applicable. Please review the attached document concerning the specific PORAC LDF coverage afforded by each tier.

(Choose one option)

Option 1: Stay with the current PORAC Tier 2 plan.

Option 2: Shift to the PORAC Tier 1 plan with expanded non-scope coverage.

1. Benefit Plan I – Civil, Criminal and Administrative Actions

A Participant whose Member Association has chosen Benefit Plan I shall be entitled to the following services:

(a) Legal representation in any civil or criminal action and representation by a Panel Attorney or Panel Field Representative in an administrative disciplinary action brought against him or her arising from any act or omission of the Participant within the scope of his or her employment, including civil, criminal or administrative disciplinary action brought as the result of the Participant's involvement in Concerted Labor Activity, subject to the conditions set forth in Section 8 of this Article.

(b) Representation by a Panel Attorney or Panel Field Representative in any departmental administrative investigation or informal non-adversary pre-disciplinary hearing, e.g., a *Skelly* hearing, if the action arose from an act or omission of the Participant not within the scope of his or her employment.

(i) Expanded Non-Scope Coverage Option – Each Member Association which has applied for benefits under Benefit Plan I shall be entitled to elect additional coverage to supplement section 1(b) of this article. This additional coverage shall continue up to and including the hearing on an appeal from the discipline, including arbitration or a civil service commission hearing, but coverage shall not extend to any form of post- hearing appeal, including judicial review.

(c) All customary, necessary and reasonable services related to an action described in subsection (a), (b) or (b)(i) hereof, including where it appears reasonably probable that such an action will be commenced.

(d) Legal representation by a Panel Attorney or Panel Field Representative in the administrative appeal of a denial of a permit to carry concealed firearms by the agency from which the Participant retired for either service or disability, provided that (i) the Participant is a RAM member, (ii) there is an administrative appeal procedure in place, (iii) the Participant retired in good standing and is receiving monthly retirement benefits, and (iv) the Participant submits a claim for coverage within twelve (12) months of the effective date of retirement.

2. Benefit Plan II -- Civil and Criminal Actions

A Participant whose Member Association has chosen Benefit Plan II shall be entitled to the following services:

(a) Legal representation in any civil or criminal action brought against him or her arising from any act or omission of the Participant within the scope of his or her employment, including civil or criminal action brought as a result of the Participant's involvement in Concerted Labor Activity, subject to the conditions set forth in Section 8 of this Article.

(b) All customary, necessary and reasonable services related to an action described in subsection (a) hereof, including where it appears reasonably probable that such an action will be commenced.

(c) Legal representation by a Panel Attorney or Panel Field Representative in the administrative appeal of a denial of a permit to carry concealed firearms by the agency from which the Participant retired for either service or disability, provided that (i) the Participant is a RAM member, (ii) there is an administrative appeal procedure in place, (iii) the Participant retired in good standing and is receiving monthly retirement benefits, and (iv) the Participant submits a claim for coverage within twelve (12) months of the effective date of retirement.

PORAC Legal Defense Fund

Current

\$4.50 per month

X 12 months

= \$ 54.00 per year

Divide by 26 pay periods

\$ 2.08 per pay periods

Proposed

^{5.77}
~~\$4.50~~ per month

X 12 months

= \$ 204 per year

Divide by 26 pay periods

\$ 7.85 per pay periods

\$ 7.85

2.08

\$ 5.77 additional cost per pay period



SCALE

SACRAMENTO COUNTY ALLIANCE OF LAW ENFORCEMENT

***Board Meeting Agenda
Wednesday, May 4, 2016***

***Society for the Blind
1238 S. St.,
Sacramento, CA 95811
12PM***

Call to Order

- I. Roll Call
- II. Approval of Minutes from Last Meeting (April 6, 2016 & April 12, 2016)
- III. Treasurer's Report
- IV. Old Business
 - a. Movie Tickets-Monthly Drawing
 - b. PEPRA 2013 Update
 - c. IA and PS - Class Study
 - d. IT Acceptable Use Policy
 - e. Work Place Drug Use Policy
 - f. Mary Zenor Scholarship
 - g. "Take a Break with SCALE" 2016
 - h. Class Study for Deputy Coroner and Supervising Deputy Coroner
 - i. SCALE Webpage and Mail Server Updates
 - j. 17th Annual Public Safety & Community Appreciation Luncheon
 - k. Lisa Van Wormer Summary Judgement Collection
 - l. PORAC Shift to Tier 1- Legal Representation
 - m. County Transportation Policy Revisions-Draft
 - n. Cell Phone Tracking – DA and PD
 - o. Leave Time for Board Members – Bank of Hours
- V. New Business
 - a. Nominations for LESU & DCSS
 - b. Update QuickBooks-Windows 10
 - c. Class Study for Park Rangers
- VI. Executive Sessions

VII. Adjournment

SCALE

SACRAMENTO COUNTY ALLIANCE OF LAW ENFORCEMENT

BOARD MEETING MINUTES

WEDNESDAY, MAY 4, 2016

SOCIETY FOR THE BLIND

1238 S. St, Sacramento, CA 95811

Board Members in Attendance

Jeremy Zerbe Heather Jeter
Leonard Thompson Joe Wagstaff Nando Accooe
Craig Triebold Will Safford Marcus Kelln

Others in Attendance

Linda Riley Kim Gillingham Rafael Ruano

- I. The meeting was called to order at 12:07 p.m. The meeting was held at 1238 S. St., Sacramento, CA 95811

- II. Approval of Minutes from Last Meeting (April 6, 2016)
 - a. Motion: Craig Treibold
 - b. Second: Heather Jeter
 - c. Passed: Unanimous

- V.a Appointment of Nando Accooe
 - a. Motion: Heather Jeter
 - b. Second: Leonard Thompson
 - c. Passed: Unanimous

III. Treasurer's Report

Chase Accounts

General Fund 6222	\$52,194.06
Legal Defense Fund 3903	\$56,938.10

Savings Account 7915	\$26,274.68
Wells Fargo Office Account	\$ 1,324.61
Debit Card Account	\$ 1,253.08
Total Accounts	\$154,980.89

American Funds Initial Investment	\$15,000.00
Foothill Securities Initial Investment	\$200,000.00
Unrealized Gain/(Loss)	\$ 2,221.68

Total Ameriprise Investment	\$244,209.42
Total Cash and Investments	\$396,968.63

- a. Motion: Marcus Kelln
- b. Second: Joe Wagstaff
- c. Passed: Unanimous

IV. Old Business

- a. Movie Tickets-Monthly Drawing
 - i. Scott Waterman – DA’s Office
 - ii. Karin Bailey – DCSS
- b. PEPRA 2013 Update
 - i. Paul Goyette crafted a demand letter to SCERS regarding “pensionable” compensation for PEPRA members
- c. IA and PS – Class Study
 - i. The class study has been approved. The County expects the PDQ’s to go out late summer
- d. IT Acceptable Use Policy
 - i. Jeremy and Kim attended a meet and confer on the policy in early Spring, the County made changes based on our discussion, specifically the Association’s ability to send emails to the membership in reasonable batches and with appropriate content
- e. Work Place Drug Use Policy
 - i. Still waiting on the County to address requested changes and redistribute
- f. Mary Zenor Scholarship

- i. Application deadline is May 20th
 - ii. There have been two applications submitted, one from a member who is not qualified and one from a qualifying family member
- g. "Take a Break with SCALE" 2016
 - i. The first take a break at DCSS was held on 4/19. Jeremy, Heather, Clif and Kim attended, member turnout was fairly low
 - ii. Everyone is encourage to schedule a take a break for their unit
- h. Class Study for Deputy Coroner and Supervising Deputy Coroner
 - i. No updates
- i. SCALE Webpage and Mail Server Updates
 - i. The website is up and running
- j. 17th Annual Public Safety & Community Appreciation Luncheon
 - i. The luncheon is being held on Friday, May 6th and several SCALE members will be in attendance
- k. Lisa Van Wormer Summary Judgement Collection
 - i. Judgement must be domesticated in New York for collections at an additional cost of approximately \$2,000.00
 - ii. Motion to authorize spending up to \$2,000.00 for the domestication in New York contingent on Goyette & Associates running a location on VanWormer
 - 1. Motion: Craig Treibold
 - 2. Second: Joe Wagstaff
 - 3. Passed: Unanimous
- l. PORAC Shift to Tier 1 – Legal Representation
 - i. An on-line ballot has been drafted and will be distributed to Unit 31 members as a result of the support generated through an informal polling process
- m. County Transportation Policy Revisions – Draft
 - i. Draft has been received for review and request to meet and confer if desired
- n. Cell Phone Tracking – DA and PD
 - i. The tracking has been limited to the PD's office. They are willing to suspend the use if the Transportation Policy allows them to track employees for safety reasons. If at any point SCALE becomes

concerned about abusive enforcement they are willing to meet and discuss

- o. Leave Time for Board Members – Bank of Hours
 - i. County has agreed to the policy, waiting for the draft Side Letter Agreement from the County
 - p. Steve Ungels donation
 - i. A donation was made on his behalf
- V. New Business
- a. Moved up on the agenda
 - b. Update QuickBooks-Windows 10
 - i. Office Suite is purchased monthly and Quickbooks need updating
 - ii. Motion to use Williams & Olds to expend no more than \$900.00 for the updates
 - 1. Motion: Heather Jeter
 - 2. Second: Marcus Kelln
 - 3. Passed: Unanimous
 - c. Class Study for Park Rangers
 - i. The County is initiating a classification study of the Park Ranger series
- VI. Executive Session
- VII. Adjournment
1:45 p.m.



SCALE

SACRAMENTO COUNTY ALLIANCE OF LAW ENFORCEMENT

***Board Meeting Agenda
Wednesday, June 1, 2016***

***Public Defender's Office
700 H. St.,
Sacramento, CA 95614
12PM***

Call to Order

- I. Roll Call
- II. Approval of Minutes from Last Meeting (May 4, 2016)
- III. Treasurer's Report
- IV. Old Business
 - a. Movie Tickets-Monthly Drawing
 - b. PEPRA 2013 Update
 - c. IA and PS - Class Study
 - d. IT Acceptable Use Policy
 - e. Work Place Drug Use Policy
 - f. Mary Zenor Scholarship Award Announcement
 - g. "Take a Break with SCALE" 2016
 - h. Class Study for Deputy Coroner and Supervising Deputy Coroner-Park Rangers
 - i. SCALE Webpage and Mail Server Updates
 - j. Lisa Van Wormer Summary Judgement Collection
 - k. PORAC Shift to Tier 1- Legal Representation
 - l. County Transportation Policy Revisions-Draft
 - m. Cell Phone Tracking – DA and PD
 - n. Leave Time for Board Members – Bank of Hours
 - o. LESU Election
 - p. Update-QuickBooks-Windows 10
- V. New Business
 - a. Appoint Board Secretary
- VI. Executive Sessions
- VII. Adjournment

SCALE

SACRAMENTO COUNTY ALLIANCE OF LAW ENFORCEMENT

BOARD MEETING MINUTES

WEDNESDAY, JUNE 1, 2016

PUBLIC DEFENDER'S OFFICE

700 H St., Sacramento, CA 95614

Board Members in Attendance

Heather Jeter	Leonard Thompson	Joe Wagstaff
Nando Accooe	Craig Triebold	Will Safford
Kevin Baker		

Others in Attendance

Linda Riley	Kim Gillingham
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- I. The meeting was called to order at 12:40 p.m. The meeting was held at 700 H St., Sacramento, CA 95614

- II. Approval of Minutes from Last Meeting
 - a. Motion: Craig Triebold
 - b. Second: Kevin Baker
 - c. Passed: Unanimous

III. Treasurer's Report

Chase Accounts

General Fund 6222	\$53,461.51
Legal Defense Fund 3903	\$62,575.62
Savings Account 7915	\$26,275.62
Wells Fargo Office Account	\$ 693.58
Debit Card Account	\$ 1,196.10

Total Accounts	\$163,103.44
American Funds Initial Investment	\$15,000.00
Foothill Securities Initial Investment	\$200,000.00
Unrealized Gain/(Loss)	(\$ 19,522.11)
Total Ameriprise Investment	\$244,209.42
Total Cash and Investments	\$387,790.75

- a. Motion: Joe Wagstaff
- b. Second: Darryl Gold
- c. Passed: Unanimous

IV. Old Business

- a. Movie Tickets-Monthly Drawing
 - i. Patrick Drumm – Park Ranger
 - ii. Christian Clark – DA’s Office
- b. PEPRRA 2013 Update
 - i. Paul Goyette crafted a demand letter to SCERS regarding “pensionable” compensation for PEPRRA members
- c. IA and PS – Class Study
 - i. The class study has been approved. The County expects the PDQ’s to go out late summer
- d. IT Acceptable Use Policy
 - i. Jeremy and Kim attended a meet and confer on the policy in early Spring, the County made changes based on our discussion, specifically the Association’s ability to send emails to the membership in reasonable batches and with appropriate content
 - ii. Joe Wagstaff
- e. Work Place Drug Use Policy
 - i. Still waiting on the County to address requested changes and redistribute
- f. Mary Zenor Scholarship
 - i. There were six eligible applicants

- ii. Nando Accooe, Marcus Kelln and Craig Triebold sat on the committee
 - iii. Nathan Lomazzi & Halie Hurtado were the essay winners
- g. "Take a Break with SCALE" 2016
 - i. DCSS has a second meeting scheduled for late summer
 - ii. Heather Jeter has asked that everyone have a date scheduled by the next meeting
- h. Class Study for Deputy Coroner and Supervising Deputy Coroner
 - i. No updates
- i. SCALE Webpage and Mail Server Updates
 - i. The website is up and running
 - ii. The Mail Server is up and Outlook has come on but still a glitch so double emails are being generated
- j. Lisa Van Wormer Summary Judgement Collection
 - i. Her address confirms she is still in New York
 - ii. A check will be cut in the amount \$2,000.00 for the domestication in New York
- k. PORAC Shift to Tier 1 – Legal Representation
 - i. An on-line ballot has been drafted and will be distributed to Unit 31 members on June 5th and voting will end on June 30th
- l. County Transportation Policy Revisions – Draft
 - i. We have requested a meet and confer on the matter
- m. Cell Phone Tracking – DA and PD
 - i. The tracking has been limited to the PD's office. They are willing to suspend the use if the Transportation Policy allows them to track employees for safety reasons. If at any point SCALE becomes concerned about abusive enforcement they are willing to meet and discuss
- n. Leave Time for Board Members – Bank of Hours
 - i. County has agreed to the policy, waiting for the draft Side Letter Agreement from the County
- o. LESU Election
 - i. Unit 004 were sent ballots for an election of a representative at large on May 31, 2016 and voting will close on June 30, 2016

- ii. To satisfy the requirements of the bylaws to validate the vote, the President and Vice President will review the report and initial the report for accuracy
 - 1. Motion: Joe Wagstaff
 - 2. Second: Will Safford
 - 3. Passed: Unanimous
- p. Update-QuickBooks-Windows
 - i. Microsoft did a patch for the conversion and will wait to see if updated version needs to be purchased

V. New Business

- a. Appoint Board Secretary
 - i. Leonard Thompson nominated Nando Accooe and he accepted the nomination

VI. Executive Session

VII. Adjournment

1:18 p.m.



SCALE

SACRAMENTO COUNTY ALLIANCE OF LAW ENFORCEMENT

***General Membership Meeting Agenda
Wednesday, June 1, 2016***

***Public Defender's Office
700 H. St.
Sacramento, CA 95614
12PM***

- I. Call to Order
- II. Roll Call
- III. Approval of Minutes from Last Meeting (March 2, 2016)
- IV. Treasurer's Report
- V. Old Business
 - a) Unit 31 Possible Shift to PORAC Tier 1
 - b) IA and PS PDQ Distribution
 - c) SCALE Legal Representation
 - d) PC 32000 Amendment Bill
- VI. New Business
 - e) none
- VII. Adjournment

SCALE

SACRAMENTO COUNTY ALLIANCE OF LAW ENFORCEMENT

GENERAL MEMBERSHIP MEETING MINUTES

WEDNESDAY, JUNE 1, 2016

PUBLIC DEFENDER'S OFFICE

700 H St., Sacramento, CA 95614

Board Members in Attendance

Heather Jeter	Leonard Thompson	Joe Wagstaff
Nando Accooe	Craig Triebold	Will Safford
Kevin Baker		

Others in Attendance

Linda Riley	Kim Gillingham	
Daryl Gould	Erica Calderon	Jennifer Pugh
Doreen Evans		

- I. The meeting was called to order at 12:14 p.m. The meeting was held at 700 H St., Sacramento, CA 95614
- II. Approval of Minutes from Last Meeting
 - a. No minutes available, will be brought to the next meeting

III. Treasurer's Report

Chase Accounts

General Fund 6222	\$53,461.51
Legal Defense Fund 3903	\$62,575.62
Savings Account 7915	\$26,275.82
Wells Fargo Office Account	\$ 693.58
Debit Card Account	\$ 1,196.10

Total Accounts **\$144,202.63**

American Funds	Initial Investment	\$15,000.00
Foothill Securities	Initial Investment	\$200,000.00
	Unrealized Gain/(Loss)	(\$ 19,522.11)

Total Ameriprise Balance **\$224,687.31**

Total Cash and Investments **\$368,889.94**

- a. Motion: Joe Wagstaff
- b. Second: Darryl Gold
- c. Passed: Unanimous

IV. Old Business

- a. Unit 31 Possible Shift to PORAC Tier 1
 - i. Unit 31 members will be sent an electronic ballot on the matter on June 5, 2016 and voting will take place through June 30, 2016
 - ii. The increase per pay period goes up by \$7.85
- b. IA and PS PDQ Distribution
 - i. The class study has been approved. The County expects the PDQ's to go out late summer
- c. SCALE Legal Representation
 - i. SCALE interview several firms to do some shopping for representation and compare their current representation
 - ii. The Board of Directors will take place once all of the seats are filled.
- d. PC 32000 Amendment Bill Update
 - i. AB2165 if adopted, will amend the penal code to resolve the matter

V. New Business

- a. Meeting at DA's office
 - i. Joe Wagstaff shared that his department will not allow for a General Membership meeting at their office
 - ii. Kim Gillingham will reach out to Labor Relations and seek remedy
- b. LESU election
 - i. Unit 004 were sent ballots for an election of a representative at large on May 31, 2016 and voting will close on June 30, 2016

- c. Mary Zenor Scholarship
 - i. There were six eligible applicants
 - ii. Nando Accooe, Marcus Kelln and Craig Triebold sat on the committee
 - iii. Nathan Lomazzi & Halie Hurtado were the essay winners
- d. PEPRA Update
 - i.

VI. Adjournment

12:39 p.m.



SCALE

SACRAMENTO COUNTY ALLIANCE OF LAW ENFORCEMENT

*Board Meeting Agenda
Wednesday, July 6, 2016*

*SCALE Office
2366 Gold Country Blvd
Gold River, CA 95670
12PM*

Call to Order

- I. Roll Call
- II. Approval of Minutes from Last Meeting (June 1, 2016)
- III. Treasurer's Report
- IV. Old Business
 - a. Movie Tickets-Monthly Drawing
 - b. PEPRA 2013 Update
 - c. IA and PS - Class Study
 - d. Work Place Drug Use Policy
 - e. "Take a Break with SCALE" 2016
 - f. Class Study for Deputy Coroner, Supervising Deputy Coroner, and Park Rangers
 - g. Lisa Van Wormer Summary Judgement Collection
 - h. PORAC Shift to Tier Ballot - Results
 - i. County Transportation Policy Revisions-Draft
 - j. Leave Time for Board Members – Bank of Hours
 - k. LESU Election - Results
- V. New Business
 - a. Health Insurance Update – Impact of AB1305
 - b. Hybrid Representation Model – Goyette Presentation
- VI. Executive Sessions
- VII. Adjournment



SCALE

SACRAMENTO COUNTY ALLIANCE OF LAW ENFORCEMENT

Board Meeting Minutes Wednesday, July 6, 2016

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

Board Members in Attendance

Heather Jeter	Will Safford	Marcus Kelln
Craig Triebold	Joe Wagstaff	Kevin Baker
Reynando Accooe	Leonard Thompson	Doniell Cummings
Jeremy Zerbe		

Others in Attendance

Linda Riley	Rafael Ruano	Paul Goyette
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I. The meeting was called to order at 12:09PM. The meeting was held at 2366 Gold Meadow Way, Gold River, CA 95670

II. Approval of Minutes from Last Meeting (June 1, 2016)

Motion: Heather Jeter
Second: Kevin Baker
Passed: Unanimous

III. Treasurer's Report

Chase Accounts

General Fund 6222	\$55,226.38
Legal Defense Fund 3904	\$58,946.27
Savings Account 7915	\$26,276.89

Wells Fargo Office Account		\$361.88
Debit Card Account		\$739.12
PAC		\$18,901.27
	Total Accounts	\$160,451.81

<u>American Funds</u> investment	Initial	\$15,000.00
<u>Foothill Securities</u> Investment	Initial	\$200,000.00

Unrealized Gain/(Loss) 32,285.67

Total Ameriprise Investment \$247,285.67

Total Cash and Investments \$407,737.48

Motion: Craig Triebold
 Second: Kevin Baker
 Passed: Unanimous

IV. Old Business

- A) Movie Tickets-Monthly Drawing
 - 1) Patrick Foley-DCSS
 - 2) Steven Morgan-DHA

- B) PEPRA 2013 Update
 - 1) Paul Goyette sent a letter to SCERS which was ignored.

- C) IA and PS Class Study
 - 1) Labor relations expect this to start by the end of summer.

- D) Work Place Drug Use Policy
 - 1) No updates

- E) "Take A Break with SCALE"
 - 1) Representatives who have not already done so should provide dates.

- F) Class Study for Deputy Coroner, Supervising Deputy Coroner, and Park Ranger
 - 1) Once we are provided the results of these studies, we have a right to meet and confer.

- G) Lisa Van Wormer Summary Judgement Collection
 - 1) The collection firm that was hired is sending a demand letter to Ms. Van Wormer.

- H) PORAC Shift to Tier 1
 - 1) Approved by Unit 031.
 - 2) Paperwork will be sent to PORAC LDF to make the shift.
- I) County Transportation Policy Revision-Draft
 - 1) No updates.
- J) Leave Time for Board Members
 - 1) One revision was made to the agreement and sent back to Labor Relations. The President will get 11 hours/week release time rather than the proposed 10 hours/week.
- K) LESU- Election Results
 - 1) Doniell Cummings is the new LESU representative.

V. New Business

- A) Health Insurance Update- Impact of AB1305
 - 1) The County's current Family High Deductible plan is not a compliant HSA plan.
 - 2) The County is attempting to resolve this and would also like to form a committee to assist with medical plan decisions.
- B) Hybrid Representation Model- Goyette Presentation
 - 1) Goyette presented his proposal.
 - 2) The Board is considering and would like to have the proposal from Mastagni to consider as well.
- C) Pensionable Compensation
 - 1) Motion: Goyette is approved to move forward in filing court documents concerning SCERS refusal to include any differential as pensionable compensation. \$5,000.00 is afforded SCALE as part of our retainer agreement.

Motion: Heather Jeter
Second: Leonard Thompson

VI. Executive Sessions

VII. Adjournment

2:17PM

Motion: Heather Jeter
Second: Craig Triebold



SCALE

SACRAMENTO COUNTY ALLIANCE OF LAW ENFORCEMENT

Board Meeting Agenda Wednesday, August 3, 2016

*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 (July 6, 2016)
- III. Treasurer's Report
- IV. Old Business
 - a. Movie Tickets-Monthly Drawing
 - b. PEPRA 2013 Update
 - c. IA and PS - Class Study
 - d. Work Place Drug Use Policy
 - e. "Take a Break with SCALE" 2016
 - f. Class Study for Deputy Coroner, Supervising Deputy Coroner, and Park Rangers
 - g. Lisa Van Wormer Summary Judgement Collection
 - h. PORAC Shift to Tier 1 - Updates
 - i. County Transportation Policy Revisions-Draft
 - j. Leave Time for Board Members – Update
 - k. Health Insurance Update
 - a. AB 1305
 - b. Changes to HD Plans
 - l. Hybrid Representation Model – Goyette Law Firm / Mastagni Law Firm
- V. New Business
 - a. Selection of New Secretary
 - b. Dues Increase
 - c. William & Olds Audit-2015
 - d. Myers-Stevens & Toohey- Disability Plan Changes
 - e. "Make A Wish"- Donation Request

VI. Executive Sessions

VII. Adjournment



Sacramento County Alliance of Law Enforcement

Board Meeting Minutes August 3, 2016

Board Members In Attendance

Jeremy Zerbe	Heather Jeter	Leonard Thompson
Reynando Accooe	Kevin Baker	Marcus Kelln
Craig Triebold	Will Safford	Joe Wagstaff
Doniell Cummings		

Others In Attendance

Linda Riley	Brett Sherman (Goyette)
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- I. The meeting was called to order at 1223 hours. The meeting was held at Plates Café @ Depot Park, 14 Business Park Drive, Sacramento, CA 95828.
- II. Roll Call
- III. Approval of minutes from July 6, 2016.
Motion: Marcus Kelln
Second: Will Safford
Passed: Unanimous

IV. **Treasurer's Report**

Accounts (07/31/16)

General Fund 6222	69,300.89
Legal Defense Fund 3903	54,544.74
Savings 7915	26,277.93
Wells Fargo Office Acct.	455.31
Debit Card Acct.	689.13

Total 170,169.72

Ameriprise Account (07/31/16)

Foothill Securities Initial Investment	200,000.00
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American Funds Initial Investment	15,000.00
Total Initial Principal	215,000.00

Ameriprise Initial Investment	244,209.42
Gain/Loss	9,155.18
Total Ameriprise Funds	253,364.60

Total Cash and Investments	423,534.32
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Motion: Joe Wagstaff
 Second: Marcus Kelln
 Passed: Unanimous

NOTE: Leonard proposed pulling Ameriprise money out of mutual funds and putting it into cash for the short term due to potential financial instability. Board discussed options and what to do with the money. Motion made to sell mutual funds and move money into CDs (short term, FDIC insured).

Motion: Leonard Thompson
 Second: Joe Wagstaff
 Passed: Unanimous

V. Old Business

- A. Movie Tickets
 - a. Marina Lubinets (DCSS)
 - b. Stephanie James (Crime Lab)
- B. PEPRA 2013 Update – Brett Sherman (Goyette)
 - a. SCERS did not respond to demand letter from Goyette.
 - b. Gary Goyette will be filing government action soon.
 - c. That will start a 45-day clock for SCERS to respond. If no response, then Board will need to determine desired action (e.g. lawsuit).
- C. IA and PS Class Study
 - a. No results provided yet. We are still waiting.
- D. Work Place Drug Use Policy
 - a. Have not received a copy yet.
 - b. Jeremy received copy of "Pre-Employment Drug Policy," but that is something different.

- E. "Take a Break with SCALE" 2016
 - a. Any departments still needing to coordinate dates, do so.

- F. Class Study for Deputy Coroner, Supervising Deputy Coroner, and Park Rangers
 - a. No results back yet.

- G. Lisa Van Wormer Summary Judgment Collection – Brett Sherman (Goyette)
 - a. Attorney in New York sent demand letter to Van Wormer.
 - b. Goyette has not heard if there has been any response.

- H. PORAC Shift to Tier 1 – Updates
 - a. Had strong majority vote from members to shift to Tier 1.
 - b. PORAC has been contacted, but we are outside of open enrollment period.
 - c. Have to wait for PORAC LDF Board to vote on it at their next monthly meeting.

- I. County Transportation Policy Revisions – Draft
 - a. No updates.

- J. Leave Time for Board Members – Update
 - a. Matt Connolly provided revised copy (attached to meeting minutes).
 - b. Will be on next Sacramento County Board of Supervisors agenda. If approved, it will go into effect immediately.

- K. Health Insurance Update
 - a. AB 1305
 - b. Changes to HD Plans
 - i. Jeremy attended joint labor management meeting regarding AB 1305 and high deductible plans and received updated information. Jeremy will send out new information to Board members. Brief discussion of changes, but refer to official information from Jeremy for details.

- L. Hybrid Representation Model – Goyette / Mastagni Law Firms
 - a. Jeremy spoke to Paul Goyette and Paul is amenable to all of the Board's suggested changes to the fee agreement.
 - b. Paul that Mastagni would have provided a fee agreement by now. Paul will contact Mastagni to see what the status is.
 - c. We are still waiting on shift to PORAC Tier 1, which is a requirement of agreement with Mastagni anyway, so the delay is currently not a huge issue.

VI. New Business

- A. Selection of New Secretary
 - a. Jeremy called for selection of new secretary
 - b. Craig offered to fill position

- B. Dues Increase
 - a. Members received 4% pay increase in June
 - b. Board has option to increase dues
 - c. After brief discussion, Board agreed to NOT raise dues

- C. William & Olds Audit - 2015
 - a. Annual audit started last month, should be done soon
 - b. No major issues encountered, it seems. Possibly a few clerical errors.

- D. Myers-Stevens & Toohey – Disability Plan Changes
 - a. There have been changes to the PORAC disability plan. We have not reviewed them yet.
 - b. Individual members who are in the plan will receive notice of the changes.

- E. “Make A Wish” – Donation Request
 - a. Former Board member and retiree, Theresa Kahl, asked for contribution to “Make A Wish” campaign.
 - b. Motion made to donate \$500.

Motion: Kevin Baker

Second: Reynando Accooe

Passed: Unanimous

- F. Elections for Board Positions
 - a. Elections upcoming in September
 - b. Positions up for election are Supervisor, DA, DHA, Coroner, and DCSS

- G. Website with E-Mail Addresses
 - a. Linda setting up emails for Board members through AT&T hosting
 - b. Suggested format = CoronerRep@scale.org, CrimeLabRep@scale.org, etc
 - c. Can forward emails to County email or personal email. Need to let Linda know which email you want to use.

- d. Marcus inquired if it is possible to get notice on work or personal email that you have message(s) on your scale.org email, rather than having the actual emails forwarded.

VII. Executive session

VIII. Adjournment

Time: 1350

Motion: Marcus Kelln

Second: Will Safford

Passed: Unanimous



SCALE

SACRAMENTO COUNTY ALLIANCE OF LAW ENFORCEMENT

Board Meeting Agenda Wednesday, September 7, 2016

DA Office

*901 G. St., John Price Conference Room 4th Floor
Sacramento, CA 95814
12PM*

Call to Order

- I. Roll Call
- II. Approval of Minutes from Last Meeting (August 3, 2016)
- III. Treasurer's Report
- IV. Old Business
 - a. Movie Tickets-Monthly Drawing
 - b. PEPRA 2013 Update
 - c. IA and PS - Class Study
 - d. Work Place Drug Use Policy
 - e. "Take a Break with SCALE" 2016
 - f. Class Study for Deputy Coroner, Supervising Deputy Coroner, and Park Rangers
 - g. Lisa Van Wormer Summary Judgement Collection
 - h. PORAC Shift to Tier 1 - Updates
 - i. County Transportation Policy Revisions-Draft
 - j. Leave Time for Board Members – Update
 - k. Health Insurance Update
 - a. AB 1305
 - b. Changes to HD Plans
 - l. Hybrid Representation Model – Goyette Law Firm / Mastagni Law Firm
 - m. William & Olds-Audit-2015 Update
- V. New Business
 - a. Nominations/Elections & Special Election
 - b. 4850 Disability - Park Rangers
 - c. Fallen Officers Memorial – Lobby of DA Office
 - d. Donations Request – Project Save & Star 6 Gold Tournaments
 - e. Retirement Gift Cards
 - f. Pre-Employment Policy

VI. Executive Sessions

VII. Adjournment



Sacramento County Alliance of Law Enforcement

Board Meeting Minutes September 7, 2016

Board Members In Attendance

Jeremy Zerbe	Heather Jeter	Leonard Thompson
Reynando Accooe	Kevin Baker	Marcus Kelln
Craig Triebold	Will Safford	Joe Wagstaff
Doniell Cummings		

Others In Attendance

Linda Riley	Kim Gillingham (Goyette)
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- I.** The meeting was called to order at 1336 hours. The meeting was held at the Sacramento County DA's Office, 901 G St, Sacramento, CA 95814.
- II.** Roll Call
- III.** Approval of minutes from August 3, 2016.
Motion: Joe Wagstaff
Second: Marcus Kelln
Passed: Unanimous

IV. Treasurer's Report

Accounts (08/31/16)

General Fund 6222	78,101.79
Legal Defense Fund 3903	54,547.19
Savings 7915	26,279.11
Wells Fargo Office Acct.	398.31
Debit Card Acct.	1,125.16
Total	179,350.79

Ameriprise Account (08/31/16)

Foothill Securities Initial Investment	200,000.00
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American Funds Initial Investment	15,000.00
Total Initial Principal	215,000.00
Ameraprise Initial Investment	244,209.42
Gain/Loss	9,155.18
Total Ameraprise Funds	253,364.60
Total Cash and Investments	432,715.42

Motion: Marcus Kelln
 Second: Joe Wagstaff
 Passed: Unanimous

V. Old Business

- A. Movie Tickets
 - a. Admir Fazlic (DA)
 - b. Xiong Lor (DA)

- B. PEPRA 2013 Update
 - a. Overview covered in General Membership Meeting.
 - b. Board discussed SCERS position in light of Marin County decision.
 - c. Kim will ask Gary Goyette about filing lawsuit to start clock for affected employees vs. waiting for appeal.
 - d. Kim suggests that moving forward we need to try to roll incentives and other add-pays into base salary. Gave examples of how it could be done.

- C. IA and PS Class Study
 - a. Kim reached out to Matt Connolly about this issue.
 - b. Supposed to be by end of summer.

- D. Work Place Drug Use Policy
 - a. No updates at this time.

- E. "Take a Break with SCALE" 2016
 - a. Only 2 dates scheduled.
 - b. If you want a date, let Jeremy know.
 - c. Jeremy believes that holding the Board and General Membership meetings at department locations has possibly reduced the need for the "Take a Break" events.

- F. Class Study for Deputy Coroner, Supervising Deputy Coroner, and Park Rangers
 - a. Kim sent an email to Matt Connolly for more information.
- G. Lisa Van Wormer Summary Judgment Collection – Brett Sherman (Goyette)
 - a. Demand letter being resent with proper address.
 - b. Address format was incorrect on original letter.
- H. PORAC Shift to Tier 1 – Updates
 - a. Discussed in General Membership meeting.
 - b. We will start taking the additional money out of affected members' checks.
- I. County Transportation Policy Revisions – Draft
 - a. Policy is in Draft.
 - b. Joe was provided a copy.
- J. Leave Time for Board Members – Update
 - a. Marcus asked about use of leave during time off (i.e. attending Board meeting on day off)
 - b. Can't claim leave hours on day off
 - c. Linda asked about paying a stipend from SCALE
 - d. All members should be using leave code (Z280) from this point on.
- K. Health Insurance Update
 - a. All labor organizations are part of joint labor management (JLM) meetings to help shape the future of health care.
 - b. How much actual input the organizations will have is unclear at this point.
- L. Hybrid Representation Model – Goyette / Mastagni Law Firms
 - a. Board asked to review Mastagni contract and submit comments by Wednesday, 9/14/16.
- M. William & Olds – Audit – 2015 Update
 - a. Audit is completed. No significant issues.
 - b. William & Olds will present summary at our next meeting.

VI. New Business

- A. Nominations, Elections, & Special Election
 - a. Will is resigning after October meeting
 - b. Heather is resigning after the upcoming elections

- c. Notifications have gone out for positions that are up for election

- B. 4850 Disability – Park Rangers
 - a. Rangers currently don't get 4850 disability
 - b. SCALE trying to get them this coverage

- C. Fallen Officers Memorial – DA Lobby
 - a. There is support from DA membership for this
 - b. Management has been silent on it so far.

- D. Donations Requests
 - a. Star 6 Golf Tournament and Project Save Golf Tournament
 - i. Motion made to buy 4 tickets for \$740 for Star 6 and 2 tickets for \$300 for Project Save
 - ii. Tickets to be offered to membership before Board

Motion: Craig Triebold
Second: Joe Wagstaff
Passed: Unanimous

- b. Festival Latino
 - i. Motion made to purchase 10 tickets for \$25/each
 - ii. Tickets to be offered to membership before Board

Motion: Craig
Second: Doniell Cummings
Passed: Unanimous

- c. SPOA 1849 Foundation
 - i. Joe introduced this event – Black tie dinner on 11/12/16
 - ii. To be discussed at next meeting

- E. Retirement Gift Cards
 - a. Wells Fargo no longer issuing gift cards.
 - b. Motion made to issue checks for \$150 instead.

Motion: Kevin Baker
Second: Joe Wagstaff
Passed: Unanimous

VII. Executive session

VIII. Adjournment

Time: 1537

Motion: Kevin Baker
Second: Marcus Kelln
Passed: Unanimous



SCALE

SACRAMENTO COUNTY ALLIANCE OF LAW ENFORCEMENT

***General Membership Meeting Agenda
Wednesday, September 7, 2016***

***DA Office
901 G. St., John Price Conference Room 4th Floor
Sacramento, CA 95814
12PM***

- I. Call to Order
- II. Roll Call
- III. Approval of Minutes from Last Meeting (March 2, 2016 & June 1, 2016)
- IV. Treasurer's Report
- V. Old Business
 - a) Unit 31 Shift to PORAC Tier 1
 - b) Hybrid SCALE Legal Representation
 - c) SCALE Letter of Support – AB 2165 (PC 32000 Amendment Bill)
- VI. New Business
 - a) Medical Plan Updates
 - b) Board Member Release Time
 - c) Fallen Officers Memorial – Lobby of DA Office
- VII. Adjournment



Sacramento County Alliance of Law Enforcement

General Meeting Minutes September 7, 2016

Board Members In Attendance

Jeremy Zerbe	Heather Jeter	Leonard Thompson
Reynando Accooe	Kevin Baker	Marcus Kelln
Craig Triebold	Will Safford	Joe Wagstaff
Doniell Cummings (arrived-12:32pm)		

Others In Attendance

Linda Riley	Kim Gillingham (Goyette)	Gary Goyette (Goyette)
Mark Bigelow	Charlene Grzeczowski	Jose Flores
Gina Robbins	Steve McCarthy	Jessica Dickens
Chou Vang	Steve Wharton	Athena Finnamore
Megan Bacchini	Christina Barrett	Tom Curtin
Frank Ubois	Annette Fucles	Stephanie Ramos
Derrica Lawton	Angela Taylor	Laura Chase
Christian Clark	Dawna White	Kurt Leatherman
Denise Phillips	Butah Uppal	Bryan Koenig
Jim Anderson	Rita Saavedra	Monica Czajkowski
Jay Czajkowski	Morgan Burnham	Mike Ho
Sarah Standfield		

- I.** The meeting was called to order at 1212 hours. The meeting was held at the Sacramento County DA's Office, 901 G St, Sacramento, CA 95814.
- II.** Roll Call
- III.** Approval of minutes from March 2, 2016 & June 1, 2016.
Motion: Marcus Kelln
Second: Will Safford

Passed: Unanimous

IV. Treasurer's Report

Accounts (08/31/16)

General Fund 6222	78,101.79
Legal Defense Fund 3903	54,547.19
Savings 7915	26,279.11
Wells Fargo Office Acct.	398.31
Debit Card Acct.	1,125.16
Total	179,350.79

Ameriprise Account (08/31/16)

Foothill Securities Initial Investment	200,000.00
American Funds Initial Investment	15,000.00
Total Initial Principal	215,000.00
Ameraprise Initial Investment	244,209.42
Gain/Loss	9,155.18
Total Ameraprise Funds	253,364.60

Total Cash and Investments 432,715.42

Motion: Marcus Kelln
 Second: Joe Wagstaff
 Passed: Unanimous

V. Old Business

A. Unit 31 Shift to PORAC Tier 1

- a. Jeremy provided brief overview of vote in favor of shift to Tier 1. The PORAC LDF Board has voted on it and the shift went into effect on 8/1/16. Increased dues are not yet being taken out of affected members' paychecks, but members are covered.

B. Hybrid SCALE Legal Representation

- a. Jeremy provided overview of the hybrid model (Goyette and Mastagni) and some background of how it came to be.

C. SCALE Letter of Support – AB 2165 (PC 32000 Amendment Bill)

- a. Jeremy explained roster of firearms and exemptions for specified law enforcement and how some of our members are affected. AB 2165 aims to create exemption for all law

enforcement, not just specified groups. SCALE wrote letter of support for the bill.

VI. New Business

A. Medical Plan Updates

- a. Western Health Advantage, Sutter Health, and Kaiser are all raising rates.
- b. Jeremy explained increases in HMO plan costs.
- c. Discussion of how High Deductible (HD) plans are going to be changed to comply with both federal and state laws, so that HSAs will still be compliant.
- d. Questions from attendees and further discussion ensued.
- e. More information will be provided by the County at the time of open enrollment.

B. Board Member Release Time

- a. Release time previously only provided to President (up to 20 hrs/week)
- b. County agreed to decrease President's hours and give other Board members 3 hours/month of release time for meetings and 16 hours/year for training.

C. PEPRA 2013 Updates

- a. Attendees informed about PEPRA updates.
- b. PEPRA in effect Jan. 2013.
- c. SCERS serves as gatekeeper for what is pensionable.
- d. For PEPRA employees, only base salary is being viewed as pensionable.
- e. Goyette's Office wrote demand letter to SCERS. 45-day clock for a response, then lawsuit could be considered.
- f. Recent ruling in Marin County said reasonable changes can be made to pensions. Gary Goyette gave his insight about Marin ruling and considerations for our situation.

D. Fallen Officers Memorial – Lobby of DA Office

- a. Topic brought up by Joe Wagstaff. Desire to have a fallen officer memorial in the new DA Office lobby has been expressed. Joe's boss has not given any direction about whether it may be possible or not.
- b. New lobby should be open in ~ 60 days.

VIII. Adjournment

Time: 1318

Motion: Marcus Kelln
Second: Will Safford
Passed: Unanimous



SCALE

SACRAMENTO COUNTY ALLIANCE OF LAW ENFORCEMENT

ATTENTION ALL MEMBERS

Quarterly General Membership Meeting

Wednesday, September 7, 2016

DA Office

901 G. St. John Price Conference Room 4th Floor

Sacramento, CA 95814

12PM

Topics:

Shift to PORAC LDF Tier 1

Hybrid Legal Representation

Medical Plan Updates

Board Member Release Time

SCALE Letter of Support - AB-2165

If you plan on attending, please RSVP by emailing info@scale.org or call (916) 858-2689 before Tuesday, September 6, 2016. Lunch is provided.

Regular Board Meeting to Follow



SCALE

SACRAMENTO COUNTY ALLIANCE OF LAW ENFORCEMENT

***Board Meeting Agenda
Wednesday, October 5, 2016***

***Effie Yeaw Nature Center
Ancil Hoffman Park
2850 San Lorenzo
Sacramento, CA 95608
12PM***

Call to Order

- I. Roll Call
- II. Approval of Minutes from Last Meeting (September 7, 2016)
- III. Treasurer's Report
- IV. Old Business
 - a. Movie Tickets-Monthly Drawing
 - b. William & Olds-Audit-2015 Report
 - c. PEPRA 2013 Update
 - d. IA and PS - Class Study
 - e. Work Place Drug Use Policy
 - f. Class Study for Deputy Coroner, Supervising Deputy Coroner, and Park Rangers
 - g. Lisa Van Wormer Summary Judgement Collection
 - h. County Transportation Policy Revisions-Draft
 - i. Health Insurance Update
 - j. Goyette Law Firm/Mastagni Holstedt Law Firm-Finalized Contracts
 - k. Nominations/Elections Results & Special Election
 - l. 4850 Disability - Park Rangers
 - m. Fallen Officers Memorial – Lobby of DA Office
 - n. Make-A-Wish Update
- V. New Business
 - a. New DCSS Representative – Victor Inneh
 - b. Vice-President Position
 - c. SPOA Inaugural Ball
 - d. 2016 Christmas Membership Appreciation
- VI. Executive Sessions
- VII. Adjournment



Sacramento County Alliance of Law Enforcement

Board Meeting Minutes October 5, 2016

Board Members In Attendance

Jeremy Zerbe	Doniell Cummings	Leonard Thompson
Reynando Accooe	Kevin Baker	Marcus Kelln
Craig Triebold	Will Safford	Joe Wagstaff

Others In Attendance

Linda Riley	Rafael Ruano	Erin Dervin
Vincent Inneh	(Goyette)	(Mastagni)
(incoming DCSS rep)	Doug Strauch	
	(William & Olds)	

- I. The meeting was called to order at 1219 hours. The meeting was held at the Effie Yaw Nature Center, Ancil Hoffman Park, 2850 San Lorenzo, Sacramento, CA 95608.
- II. Roll Call
- III. Approval of minutes from September 7, 2016.
Motion: Joe Wagstaff
Second: Reynando Accooe
Passed: Unanimous

IV. **Treasurer's Report**

Accounts (09/30/16)

General Fund 6222	78,978.99
Legal Defense Fund 3903	54,549.42
Savings 7915	26,280.18
Wells Fargo Office Acct.	786.97
Debit Card Acct.	1,613.00

Total **181,111.25**

Ameriprise Account (09/30/16)

Foothill Securities Initial Investment	200,000.00
American Funds Initial Investment	15,000.00
Total Initial Principal	215,000.00
Ameraprise Initial Investment	244,209.42
Gain/Loss	8,023.10
Total Ameraprise Funds	252,232.52

Total Cash and Investments **433,343.77**

Motion: Craig Triebold
 Second: Kevin Baker
 Passed: Unanimous

V. Old Business

- A. Movie Tickets
 - a. Carol Gordon (DHA)
 - b. Barbara Berry (DA)
- B. William & Olds – Audit – 2015 Report (Doug)
 - a. Overview of 2015 audit provided.
 - b. Overall good audit – no significant findings.
 - c. SCALE is well-funded, well managed, and has a healthy balance sheet.
 - d. 2015 tax return to be provided in next couple of weeks.
- C. PEPRA 2013 Update
 - a. Gary Goyette has stopped work on this. He used 32 hours of time in preparing the demand letter and reviewing the Marin County case.
 - b. Marin County decision is being appealed, and multiple law firms are going to file amicus briefs.
 - c. David Mastagni believes Supreme Court will take up the case.
- D. IA & PS Class Study
 - a. No updates at this time.
- E. Work Place Drug Use Policy
 - a. No updates at this time.

- F. Class Study for Deputy Coroner, Supervising Deputy Coroner, and Park Rangers
 - a. No updates at this time.

- G. Lisa Van Wormer Summary Judgment Collection – Rafael Ruano (Goyette)
 - a. NY firm supposed to have served her at updated address this last month.
 - b. Goyette’s office is waiting for an update.

- H. County Transportation Policy Revisions – Draft
 - a. Joe says that according to Jeff Schiele, the DA’s Office will not go along with the tracking system.

- I. Health Insurance Update
 - a. The next Joint Labor Management (JLM) meeting will be in November.
 - b. Open enrollment is currently active.

- J. Goyette Law Firm/Mastagni Holstedt Law Firm – Finalized Contracts
 - a. Hybrid model is in effect.
 - b. Unit 031 members are now having their PORAC LDF Tier 1 dues taken out.
 - c. SCALE’s counsel designation has been updated with PORAC.
 - d. Two Park Ranger issues are ongoing, but since they started before the hybrid model was in effect, Goyette’s office will continue to handle them.

- K. Nominations/Elections Results & Special Election
 - a. Results have been posted. No election was needed.
 - b. Will is resigning from his Board position. Will need to hold special election.

- L. 4850 Disability – Park Rangers
 - a. Language in our contract allows for DHA 031 Unit members to get time that is like 4850 time.
 - b. SCALE will approach Matt Connolly (labor relations) to see about adding Park Rangers to same language.
 - c. This will be a Mastagni issue now that hybrid model is in effect.

- M. Fallen Officers Memorial – Lobby of DA Office
 - a. Lobby will open in December.
 - b. Management seems to be avoiding the issue of the memorial.
 - c. Rehanging the old plaque is not sufficient.

- N. Make-A-Wish Update
 - a. Received nice email thanking us for our donation.
 - b. They raised \$170,000 and were able to grant 23 wishes.

VI. New Business

- A. New DCSS Representative – Victor Inneh
 - a. Officially starts in January, but was present at meeting.
 - b. Board congratulated and welcomed him.
- B. Vice President Position
 - a. Now that Heather has resigned from the Board, need a new Vice President.
 - b. Joe volunteered.
 - c. Board accepted and appointed Joe as new Vice President.
- C. SPOA Inaugural Ball
 - a. Motion made to purchase 8 tickets to event.
 - b. To be offered to membership and then members selected by random drawing if there are enough interested in going.

Motion: Kevin Baker
Second: Craig Triebold
Passed: Unanimous

- D. 2016 Christmas Membership Appreciation
 - a. Board discussed ideas for member appreciation.
 - i. Motion made to give \$50 and a nice card.

Motion: Kevin Baker
Second: Joe Wagstaff
Passed: Unanimous

- E. Parental Leave Issue
 - a. Public Defender sent email to SCALE requesting support for language change in parental leave agreement regarding adopted children.
 - b. Different MOUs have different language.
 - c. SCALE will support the effort to change the language.

VII. Executive session

VIII. Adjournment

Time: 1439

Motion: Kevin Baker
Second: Craig Triebold
Passed: Unanimous



SCALE

SACRAMENTO COUNTY ALLIANCE OF LAW ENFORCEMENT

***Board Meeting Agenda
Wednesday, November 2, 2016***

***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 5, 2016)
- III. Treasurer's Report
- IV. Old Business
 - a. Movie Tickets-Monthly Drawing
 - b. PEPRRA 2013 Update
 - c. IA and PS - Class Study
 - d. Park Rangers - Class Study
 - e. Lisa Van Wormer - Update
 - f. Special Election - Park Rangers
 - g. 4850 Disability - Park Rangers
 - h. Fallen Officers Memorial - Lobby of DA Office
 - i. SPOA Inaugural Ball
- V. New Business
 - a. DCSS Representative - Resignation / Appointment
 - b. Mastagni Holstedt Law Firm - Unit 031 Labor Consultant
 - c. 2016 Christmas Party Gifts
 - d. DCSS Call Center Call Recording
 - e. DCSS Vacation in Lieu
 - f. 2017 Board Meeting Locations
- VI. Executive Sessions
- VII. Adjournment



Sacramento County Alliance of Law Enforcement

Board Meeting Minutes November 2, 2016

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Board Members In Attendance

Jeremy Zerbe	Doniell Cummings	Leonard Thompson
Victor Inneh	Kevin Baker	Marcus Kelln
Craig Triebold	Joe Wagstaff	

Others In Attendance

Linda Riley	Rafael Ruano (Goyette)	Aaron Donato (Mastagni)
	Kim Gillingham (Goyette)	

I. The meeting was called to order at 1215 hours. The meeting was held at the SCALE Office, 2366 Gold Meadow Way, Gold River, CA 95670.

II. Roll Call

III. Approval of minutes from October 5, 2016.

Motion: Marcus Kelln

Second: Kevin Baker

Passed: Unanimous

IV. Treasurer's Report

Accounts (10/31/16)

General Fund 6222	90,154.42
Legal Defense Fund 3903	55,123.72
Savings 7915	26,281.29
Wells Fargo Office Acct.	819.31
Debit Card Acct.	556.02
Total	190,633.92

Ameriprise Account (10/31/16)

Foothill Securities Initial Investment	200,000.00
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American Funds Initial Investment	15,000.00
Total Initial Principal	215,000.00

Ameriprise Initial Investment	244,209.42
Gain/Loss	8,023.10
Total Ameriprise Funds	252,232.52

Total Cash and Investments	442,866.44
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Motion: Doniell Cummings
Second: Marcus Kelln
Passed: Unanimous

V. Old Business

- A. DCSS Representative – Resignation/Appointment
- Nando Accooe informed Jeremy that he was resigning from DCSS position. He would not have been able to make it to November and December meetings.
 - Board passed motion to accept Nando's resignation and appoint Victor Inneh to serve as interim DCSS rep until his official service begins in January 2017.

Motion: Craig Triebold
Second: Leonard Thompson
Passed: Unanimous

- B. Mastagni Holstedt Law Firm – Unit 031 Labor Representative
- Aaron Donato from Mastagni law firm introduced as labor rep for Unit 031 members.

- C. Movie Tickets
- Harold Logan (Parks)
 - Rita Hart (DCSS)

- D. PEPRA 2013 Update
- SCERS responded to our demand letter with a 17-page response, giving their position on PEPRA provisions.
 - They cited the recent Marin County case in their response.
 - Jeremy will send a copy to the Board.
 - We are now waiting to see if CA Supreme Court will take up the appeal of the Marin County case.

- E. IA and PS – Class Study
 - a. Jeremy provided a brief overview for Victor’s benefit.
 - b. County has said they will not do a class study.
 - c. Kim contacted Matt Connolly and we will wait to hear more.

- F. Park Rangers – Class Study
 - a. Changes to Park Ranger job description have been made.
 - b. New Park Ranger “Recruit” classification created.
 - c. Mastagni law firm will reach out to labor relations to inform them that SCALE does not object to changes to Park Ranger job description, and that we want the Recruit classification placed in Unit 031 in SCALE.

- G. Lisa Van Wormer Summary Judgment Collection – Rafael Ruano (Goyette)
 - a. NY firm has been unable to serve her to this point.
 - b. \$1200 has been spent so far out of our \$2000 retainer.
 - c. Goyette is waiting to figure out next move.

- H. Special Election – Park Rangers
 - a. Will resigned last month from the Park Ranger rep position.
 - b. Will nominates Park Ranger Jeremy Pollard.
 - c. Open nomination period ends November 15th.
 - d. Joe will follow up with nominees after period ends.

- I. 4850 Disability – Park Rangers
 - a. Kim (Goyette) had discussed 4850 issue with Matt Connolly before Unit 031 switched to Mastagni and prior to Park Ranger class study.
 - b. At that time, Matt Connolly said the County had no appetite to discuss the issue.
 - c. Kim thinks the roadblock is at the department level.
 - d. Further communications will be handled by Mastagni law firm.

- J. Fallen Officers Memorial – Lobby of DA Office
 - a. DA’s Office has hired an artist to design memorial to be placed in lobby.
 - b. Opening of lobby is being delayed by other additional work that needs to be done.

- K. SPOA Inaugural Ball
 - a. SCALE had purchased 8 tickets (4 pairs).
 - b. Had decent amount of interest and did a raffle to select 4 winners.

- L. Coroner – Class Study

- a. No updates at this time.
- b. Kim will follow up.

VI. New Business

- A. DCSS Representative
 - a. Handled in old business.
- B. Mastagni Labor Rep
 - a. Handled in old business.
- C. 2016 Christmas party gifts.
 - a. Board member signatures collected for Christmas card.
 - b. Board voted to give each department \$2.50/member (\$50 minimum) for office Christmas party.

Motion: Kevin Baker
Second: Marcus Kelln
Passed: Unanimous

- D. DCSS Call Center Recording (Doniell)
 - a. Currently calls being recorded in call center.
 - b. Doniell expressed concern of office-wide use, involving very sensitive conversations.
 - c. Kim has requested meet and confer on new QA process that DCSS has announced. Can discuss call recording concerns as well.
- E. DCSS Vacation in Lieu
 - a. DCSS has not taken hard line policy to prohibit use of vacation in lieu of sick time
 - b. DCSS has reserved right to approve or deny it as they see fit
 - c. Doniell is pleased with this position
 - d. Kim still wants to have conversation with DCSS to express our approval
- F. 2017 Board Meeting Locations
 - a. General membership meeting locations decided
 - b. Linda will reach out to non-profits to schedule those
 - c. Dates that are still open afterwards will be passed around for Board to fill
- G. Downtown Parking – Golden 1 Center
 - a. Parking at night during events will cost money

- b. Kim wants to meet and confer with County about parking cost for County employees, if they are being required to work
- c. Our position is that County needs to provide reasonable parking for working employees

H. Native American Caucus

- a. Board voted to purchase 10 tickets (\$20/each) for the Native American Caucus Winter Celebration on 12/15/16
- b. Tickets will be opened up to membership (including Board members) and raffle will be held to choose winners, if necessary

Motion: Leonard Thompson

Second: Joe Wagstaff

Passed: Unanimous

VII. Executive session

VIII. Adjournment

Time: 1402

Motion: Marcus Kelln

Second: Leonard Thompson

Passed: Unanimous



SCALE

SACRAMENTO COUNTY ALLIANCE OF LAW ENFORCEMENT

Board Meeting Agenda Wednesday, December 7, 2016

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

Call to Order

- I. Roll Call
- II. Approval of Minutes from Last Meeting (November 2, 2016)
- III. Treasurer's Report
- IV. Old Business
 - a. Movie Tickets-Monthly Drawing
 - b. PEPRA 2013 Update
 - c. IA and PS - Class Study
 - d. Park Rangers - Class Study
 - e. Lisa Van Wormer - Update
 - f. Special Election Results- Park Rangers- Jeremy Pollard
 - g. 4850 Disability - Park Rangers
 - h. Fallen Officers Memorial - Lobby of DA Office
 - i. 2016 Christmas Party/Membership Appreciation Gifts
 - j. DCSS Vacation in Lieu
 - k. 2017 Board Meeting Locations
 - l. Native American Caucus Ticket Drawing
 - m. Joint Labor Management Meeting - Update
- V. New Business
 - a. DCSS QC Software
 - b. Ameriprise Investment Review
 - c. Coroner Vacation Approval Policy
 - d. DCSS Special Election
- VI. Executive Sessions
- VII. Adjournment



Sacramento County Alliance of Law Enforcement

Board Meeting Minutes December 7, 2016

Board Members In Attendance

Jeremy Zerbe
Craig Triebold
Jeremy Pollard

Joe Wagstaff
Kevin Baker
~~Deniell Cummings~~

Leonard Thompson
Marcus Kelln

Others In Attendance

Linda Riley

Kim Gillingham
(Goyette)Kim

Aaron Donato
(Mastagni)

Tanisha Cunningham
(DCSS)

- I.** The meeting was called to order at 1310 hours. The meeting was held at the Sacramento County DA Crime Lab, 4800 Broadway, Suite 200, Sacramento, CA 95820.
- II.** Roll Call
- III.** Approval of minutes from November 2, 2016.
Motion: Kevin Baker
Second: Joe Wagstaff
Passed: Unanimous
- IV. Treasurer's Report**

Done during General Membership Meeting. See minutes.
- V. Old Business**
 - A. Movie Tickets
 - a. Kristi Craig (DCSS)
 - b. Stephanie Gordon (DA)

B. PEPRA 2013 Update

- a. CA Supreme Court has accepted case
- b. To be heard in 2017
- c. Marin case allows for retroactive changes to pensions

C. IA and PS – Class Study

- a. Brief discussion of how class study came to be
- b. Initiated by SCALE
- c. PS class is being phased out throughout the state of CA
- d. County had committed to doing class study
- e. County used PDQs that some employees had filled out on their own and found no need to change job specs
- f. Civil service allows for desk audit for members who think they are working out of class
- g. Any employee thinking they're working out of class should contact Kim or Aaron to make their case
- h. Linda will provide names of DSA Civil Bureau Process Servers to Joe to reach out to them

D. Park Rangers – Class Study

- a. New "Recruit" position exists
- b. Aaron had sent letter to County to say we have no objections to new position or new language and that we think the position should be in SCALE (031 unit)
- c. Matt Connolly acknowledged that SCALE wants the position
 - i. He wasn't sure if it would be in the 031 unit or non-sworn
- d. Local Unit 39 may also want the position
- e. No decision yet about where the position will end up

E. Lisa Van Wormer - Update

- a. Van Wormer died in 2012
- b. We had authorized \$2000 to pay for services in NY
- c. Spent \$1200, so we will be getting \$800 refunded

F. Special Election Results – Park Rangers – Jeremy Pollard

- a. Jeremy Pollard welcomed as new Park Ranger rep

G. 4850 Disability – Park Rangers

- a. County doesn't have much appetite for 4850 disability for Park Rangers
- b. Issue will be readdressed at contract negotiations (2018)

H. Fallen Officers Memorial – DA Lobby

- a. No updates
- b. Opening of lobby delayed due to construction issues

- I. 2016 Christmas Party/Membership Appreciation Gifts
 - a. Checks distributed to board members today
 - b. Christmas cards to be signed next week and distributed the week of 12/19

- J. DCSS – Vacation in Lieu
 - a. DCSS allowed to use hybrid model to allow use of vacation-in-lieu of sick leave in selected cases

- K. 2017 Board Meeting Locations
 - a. Locations determined for all meetings

- L. Native American Caucus Ticket Drawing
 - a. 9 tickets already claimed
 - b. 1 ticket remaining – Tanisha Cunningham (DCSS) will take it

- M. Joint Labor Management Meeting – Update
 - a. Meeting next Friday (12/16)

VI. New Business

- A. DCSS QC Software
 - a. Kim and Jeremy met with DCSS
 - b. Going to be using new template with standardized, more objective questions
 - c. Change is effective immediately

- B. Ameriprise Investment Review
 - a. Options for SCALE money discussed.
 - b. Brief discussion & recommendation to retain money for potential future needs
 - c. Leonard will check into Fidelity vs. Ameriprise for putting money into CDs possibly (interest rates expected to rise)

- C. Coroner Vacation Approval Policy
 - a. Coroner hiring 2 new Deputy employees
 - b. Two deputies will be working in morgue, other 10 will have regular duties
 - c. Not sure who will be assigned to morgue work
 - d. Will there be 2 vacation pools (one for 2 morgue deputies and one for 10 other deputies)?
 - e. Aaron, Jeremy, and Marcus scheduled to meet with Matt Connolly, Kim Gin, and Jennifer Becker on 12/14 to meet and confer about new positions

- f. New legislative requirement for Deputy Coroners to have to collect morgue evidence

D. DCSS Special Election

- a. Victor resigned from his position after being appointed, but before his actual term began
- b. Need special election to fill position
- c. Joe will coordinate with Linda to arrange for special election

VII. Executive session

VIII. Adjournment

Time: 1504

Motion: Craig Triebold

Second: Marcus Kelln

Passed: Unanimous



SCALE

SACRAMENTO COUNTY ALLIANCE OF LAW ENFORCEMENT

*General Membership Meeting Agenda
Wednesday, December 7, 2016*

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

- I. Call to Order
- II. Roll Call
- III. Approval of Minutes from Last Meeting (September 7, 2016)
- IV. Treasurer's Report
- V. Old Business
 - a) Hybrid Representation Model – Goyette / Mastagni
 - b) PEPRA 2013 – Impact of the Marin County Decision
- VI. New Business
 - a) Joint Labor Management Meetings on Health Care
- VII. Adjournment



Sacramento County Alliance of Law Enforcement

General Meeting Minutes December 7, 2016

Board Members In Attendance

Jeremy Zerbe	Joe Wagstaff	Leonard Thompson
Craig Triebold	Kevin Baker	Marcus Kelln
Jeremy Pollard	Doniell Cummings	

Others In Attendance

Linda Riley	Kim Gillingham (Goyette)	Aaron Donato (Mastagni)
Kristine Myhre	Isaac Equinto	Jonathan Charron
Desiree Dudley	Patrick Jacobs	Danielle Gray
Michelle Chao	Melissa Suarez	Tanisha Cunningham (DCSS)

- I.** The meeting was called to order at 1210 hours. The meeting was held at the Sacramento County DA's Laboratory of Forensic Services, 4800 Broadway, Suite 200, Sacramento, CA 95820.
- II.** Roll Call
- III.** Approval of minutes from September 7, 2016.
Motion: Joe Wagstaff
Second: Marcus Kelln
Passed: Unanimous

IV. Treasurer's Report

Accounts (11/30/16)

General Fund 6222	99,438.31
Legal Defense Fund 3903	55,125.97
Savings 7915	26,282.36
Wells Fargo Office Acct.	592.36
Debit Card Acct.	499.04

Total **199,637.64**

Ameriprise Account (11/30/16)

Foothill Securities Initial Investment	200,000.00
American Funds Initial Investment	15,000.00
Total Initial Principal	215,000.00
Ameraprise Initial Investment	244,209.42
Gain/Loss	8,023.10
Total Ameraprise Funds	252,232.52

Total Cash and Investments 451,870.16

Motion: Marcus Kelln
Second: Kevin Baker
Passed: Unanimous

V. Old Business

- A. Hybrid Representation Model – Goyette/Mastagni
 - a. Jeremy explained hybrid model for benefit of general members in attendance.

- B. PEPPRA 2013 – Impact of Marin County Case
 - a. Jeremy explained PEPPRA and Marin County decision
 - b. SCALE had worked to get SCERS to change their interpretation of PEPPRA
 - c. Marin County case undercut our efforts
 - d. Decision being appealed, CA Supreme Court has agreed to hear the case

VI. New Business

- A. Presentation on PORAC Long-Term-Disability (LTD)
 - a. Paul Harrison from Myers-Stevens & Toohey gave presentation to explain increase costs for LTD for enrolled members
 - b. Increased cost due to excessive payouts vs. premiums
 - i. Monthly increase of \$5.30
 - c. Issue of members with 4850 disability came up
 - d. Informed that members without 4850 (or comparable) disability cannot have the "Safety" LTD
 - i. Will need to be moved into "Non-Safety" plan

- B. Joint Labor Management Meetings on Health Care
 - a. Future of health care is uncertain
 - b. JLM meetings to try to steer health care going forward
 - c. Labor wants to have more of a voice in early discussions
 - d. Different counties/organizations trying different ways of incentivizing employees to improve their health

VIII. Adjournment

Time: 1254

Motion: Marcus Kelln

Second: Kevin Baker

Passed: Unanimous



SCALE

SACRAMENTO COUNTY ALLIANCE OF LAW ENFORCEMENT

ATTENTION ALL MEMBERS

Quarterly General Membership Meeting

Wednesday, December 7, 2016

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

Topics:

***Hybrid Representation Model - Goyette/Mastagni
PEPRA 2013 Updates – Impact of the Marin County Decision
Joint Labor Management Meetings on Health Care
Open Discussion***

***If you plan on attending, please RSVP by emailing
info@scale.org or call (916) 858-2689 before Tuesday,
December 6, 2016. Lunch is provided.***

Regular Board Meeting to Follow

