



Sacramento County Alliance of Law Enforcement

Board Meeting Minutes January 5, 2011

Board Members In Attendance

Caryn King Marc Codog Jeremy Zerbe
Lane Ruddick Will Safford Jose Goytia
Marcus Kelln

Jim Bargones Joanne Narloch

I. The meeting was called to order at 1202 hours. The meeting was held at 3701 Power Inn Road, Sacramento, CA 95826.

II. Minutes from December 1, 2010 - Accepted
Motion: Marcus Kelln
Second: Jose Goytia

III. Treasurer's Report - Accepted
(As of 1/4/2011)

General Fund	180,102.88
Legal Defense Fund	32,290.92
Savings	142,977.85
Checking	119.25

(As of 1/4/2011)

American Funds	23,597.40
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Total (Including PAC: 12,255.61)	373,123.55
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Motion: Marcus Kelln
Second: Marc Codog

IV. Old Business

A. Financial Investments

- a. The Board has decided to move the SCALE checking and savings accounts from Chase to the Sacramento Credit Union.

B. Curt Howard

- a. After meeting with Curt Howard, the Vice-President and the Treasurer recommended that the SCALE board approve a \$200K investment into the Dynamic Income Asset Allocation fund.
- b. The Board approved an investment cap of \$200K.

V. New Business

A. Jose Goytia

- a. Jose has formally resigned as the DCSS representative.
- b. Based on the results of the Special Election for the newly created Non-Supervisory LESU position, the Board formally recognized Jose as the Non-Supervisory LESU representative.

B. Vacant DCSS Position

- a. There will be a nomination period of ten days for the vacant DCSS position on the Board, until January 15, 2011.
- b. A nomination was made at the Board meeting for Heather Jeter.
- c. AT the conclusion of the nomination period, the Secretary will contact all nominees to determine their willingness to accept the nomination.
- d. If there is only be one nomination for the vacant DCSS position, a Special Election will not be required.

C. Unit Modification for Unit 004

- a. A petition has been filed by UPE to remove CSO I, CSO II, and CSO III from SCALE.
- b. SCALE met with the County and did not express any intention to file an intervening petition at that time.
- c. The filing period closed on January 5, 2011 and the County intends to call a meeting with all interested parties.
- d. Unit 060 (Administrative), 028 (Data Processing Professionals Association), UPE, Local 1 and SEIU have all filed petitions of interest.
- e. This presents a unique situation regarding the County's procedures regarding such matters.

- f. SCALE automatically maintains an interest since Unit 004 currently resides with SCALE.
- g. County Council will advise all parties throughout the process.
- h. Should the unit modification go through, it will take effect at the end of the contract (July 1, 2011) and the new union representing DCSS will deal with negotiations.

D. Intervening Petition

- a. SCALE board should file an intervening petition on behalf of DCSS should they choose to remain with SCALE.
Motion: Jose Goytia
Second: Marcus Kelln
- b. The vote was split 3 for and 3 against. The tie was broken by the President. SCALE will file an intervening petition.

E. Negotiations

- a. Seven contracts have been negotiated and SCALE is the last law enforcement related union yet to sign a new contract.
- b. The SCALE negotiations committee will meet on January 20, 2011 at 9:00 am in the Goyette conference room to discuss tactics, etc.
- c. The County has schedule a Labor Management Committee meeting on January 26, 2011.

F. DCSS Interview Safety

- a. Several CSO's have expressed their concern over their safety in the DCSS interview rooms.
- b. Each room is equipped with a panic button and a Sheriff's detail is in the building, however, interviews are conducted in a very confined space and clients are often in a very emotionally charge state of mind.
- c. Other jurisdictions have safety booths and some possess metal detectors to screen individuals.
- d. Caryn, Joanne and Jose will meet and then schedule a meeting with the DCSS management to suggest video surveillance as a possible safety improvement.

Adjourn for Executive Session: 1321 hours

Resume Board Meeting: 1354 hours

G. RHSA Reparations

- a. The Board will look into our options on how to make appropriate reparation to the affected membership, approximately \$300 for each affected member.

VI. Executive session.

VII. Meeting was adjourned at 1429 hours.

Motion: Marc Codog

Second: Lane Ruddick



Sacramento County Alliance of Law Enforcement

Board Meeting Minutes February 2, 2011

Board Members In Attendance

Caryn King Marc Codog Jeremy Zerbe
Lane Ruddick Heather Jeter Jose Goytia
Marcus Kelln Chuck King

Jim Bargones Joanne Narloch

I. The meeting was called to order at 1200 hours. The meeting was held at the Coroner's Office located at 4800 Broadway, Suite 100, Sacramento, CA 95820.

II. Minutes from January 5, 2011 - Accepted
Motion: Marcus Kelln
Second: Jose Goytia

III. Treasurer's Report - Accepted
Since the treasurer was absent, the report was read into the record by the President.

(As of 1/27/2011)

General Fund	163,525.20
Legal Defense Fund	32,210.68
Savings	142,977.85
Checking	119.25

(As of 12/31/2010- Statement)

American Funds	25,132.05
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Total (Including PAC: 13,155.61)	378,120.64
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Motion: Marcus Kelln
Second: Lane Ruddick

IV. Old Business

A. Investments of SCALE's Assets

- a. The President signed the paperwork on 2/1/11 that would authorize the creation of the Dynamic Income Asset Allocation fund through Curt Howard. The actual transfer of funds is expected to occur on 2/3/11, in the form of a check.
 - i. Jose Goytia expressed concerns regarding the expected performance and fees associated with the fund. He provided a prospectus for a PIMCO fund offered through Fidelity. He suggested that the Board consider this as an investment option.
 - ii. Although the Board plans to go ahead with the investment through Curt Howard, it was suggested that we challenge him to meet or exceed the performance of the PIMCO fund.
 - iii. The Board always has the option of changing their investment should it fail to perform adequately.
- b. The SCALE checking and savings accounts are in the process of being moved from Chase to the Sacramento Credit Union.

B. Negotiations

- a. Steve Keil approached Joanne regarding an extension of our contract. He provided a copy of the agreement with the nurses association as an example.
- b. Joanne will ask for copies of all of the extension agreements that have recently been signed, she will negotiate for release time, ask for a written proposal from the county containing all of the important points of the extension.
- c. Joanne will then schedule a meeting with the County do discuss the proposal and arrange to caucus on the proposal for the remainder of the day.

C. RHSA reimbursement from SCALE

- a. The Board agreed to table this topic pending the outcome of the DCSS split from the Union.
 - i. If DCSS splits from SCALE, the Board needs to consider the monetary effect that will have on SCALE's finances.

V. New Business

A. None

VI. Executive session.

VII. Meeting was adjourned at 1254 hours.
Motion: Lane Ruddick
Second: Chuck King



Sacramento County Alliance of Law Enforcement

Board Meeting Minutes March 2, 2011

Board Members In Attendance

Marc Codog	Jeremy Zerbe	Will Safford
Lane Ruddick	Heather Jeter	Jose Goytia
Marcus Kelln	Chuck King	
Jim Bargones	Joanne Narloch	

I. The meeting was called to order at 1608 hours. The meeting was held at the Dante Club located at 2330 Fair Oaks Blvd., Sacramento, CA 95825.

II. Minutes from February 2, 2011 - Accepted
Motion: Marcus Kelln
Second: Heather Jeter

III. Treasurer's Report - Accepted
(As of 2/28/2011)

General Fund	30,121.99
Legal Defense Fund	32,297.05
Savings	90,008.16
Checking	119.25

Dynamic Income Fund	200,000.00
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(As of 12/31/2010- Statement)

American Funds	25,132.05
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Total (Including PAC: 13,156.03)	390,834.53
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Motion: Lane Ruddick
Second: Marcus Kelln

IV. Old Business**A. Petition of Writ**

- a. Background: The County was paying retirees a monthly stipend to off-set healthcare premiums. The County ended the payments without a "Meet and Confer" although the stipend was paid for the previous 27 years. A complaint was filed with Public Employee Retirement Board (PERB), on behalf of some of the affected unions. The complaint was found to be in favor of the plaintiffs, which only specified the plaintiffs that were in the original complaint. The County would not add SCALE to the award. SCALE filed a PERB complaint asking that SCALE be added to the award.
- b. A court hearing is scheduled for March 18, 2011.

V. New Business**A. Goyette and Associates Is Moving**

- a. Goyette and Associates is expecting to move their office in July.
- b. The SCALE office currently resides with Goyette and Associates.
- c. The cost for the office space and the use of Goyette's office equipment is tied in with the legal services that we receive. It was suggested that SCALE should get Goyette and Associates to differentiate the cost for their legal services from that of the cost associated with the office space. This information would be useful to justify maintaining our current arrangement with Goyette and Associates.
- d. At this time, the Board does not feel that it would be cost effective to obtain our own office space and incur the associated costs of setting up an office independent of Goyette and Associates.

B. 2010 SCALE Audit

- a. The Board needs to authorize an independent audit performed by William and Olds.
 - i. They will look into our accounts and see if we are following our established procedures as well as make suggestions for improvement.
- b. The Board authorized \$5750 for the 2010 audit which will start on March 7, 2011.

Motion: Will Safford
Second: Marcus Kelln

- C. Safety Breakfast (Sponsorship)
- a. The DA's office is chairing the 12th Annual Public Safety and Community Appreciation Breakfast on May 5, 2011 from 7:00 am - 9:00 am at the Doubletree Hotel, 2001 Point West Way, Sacramento.
 - b. The Board approved a donation of \$300 to sponsor a 10 person table at this event.

Motion: Will Safford
Second: Chuck King

- D. DCSS Secret Ballot: SCALE vs. UPE
- a. SCALE and UPE are the only labor organizations that DCSS can choose to go with as their representative.
 - b. SCALE and UPE agreed that the County Labor Negotiations department could mediate the voting.
 - c. The County will post a notice, regarding the secret ballot process, by approximately March 7, 2011.
 - d. The vote will occur on March 16, 2011 at DCSS between the hours of 11:30 am and 1:30 pm.
 - e. There will be one observer from SCALE, UPE and the County.
 - f. Ballots will be counted immediately after the voting period ends.
 - g. There is no cost to SCALE.

VI. Executive session.

VII. Meeting was adjourned at 1658 hours.
Motion: Marcus Kelln
Second: Will Safford



Sacramento County Alliance of Law Enforcement

General Membership Meeting Minutes March 2, 2011

- I.** The meeting was held at the Dante Club located at 2330 Fair Oaks Blvd., Sacramento, CA 95825.

- II.** There was no quorum.



Sacramento County Alliance of Law Enforcement

Board Meeting Minutes April 6, 2011

Board Members In Attendance

Caryn King	Marc Codog	Jeremy Zerbe
Marcus Kelln	Will Safford	Jose Goytia
Heather Jeter	Chuck King	
Jim Bargones	Joanne Narloch	

I. The meeting was called to order at 1210 hours. The meeting was held at the Crime Lab located at 4800 Broadway, Suite 200, Sacramento, CA 95820.

II. Minutes from March 2, 2011 - Accepted
Motion: Marc Codog
Second: Heather Jeter

III. Treasurer's Report - Accepted
(As of 4/05/2011)

General Fund	7,325.83
Legal Defense Fund	30,449.20
Savings	90,035.41
Checking	Closed
Dynamic Income Fund	200,000.00

(As of 12/31/2010- Statement)

American Funds	25,132.05
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Total (Including PAC: 13,156.87)	366,099.36
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Note: There is an apparent discrepancy in the general fund balance when compared to last month. It is anticipated that this discrepancy will be resolved when the checks for union dues are deposited into the account.

Motion: Marcus Kelln
Second: Marc Codog

IV. Old Business

A. Petition of Writ

- a. Background: The County was paying retirees a monthly stipend to off-set healthcare premiums. The County ended the payments without a "Meet and Confer" although the stipend was paid for the previous 27 years. A complaint was filed with Public Employee Retirement Board (PERB), on behalf of some of the affected unions. The complaint was found to be in favor of the plaintiffs, which only specified the plaintiffs that were in the original complaint. The County would not add SCALE to the award.
- b. The petition was denied by the Superior Court and SCALE was referred back to PERB.

B. Goyette Office Move

- a. Goyette and Associates will charge SCALE \$500 per month for the sublet of office space.
- b. The retainer fee for legal services will remain the same.
- c. Now SCALE has access to facilities for general membership meetings at no additional cost to SCALE.
- d. SCALE will continue its business relationship with Goyette and Associates. SCALE will continue to sublet office space and provide a retainer fee for legal services.

Motion: Marc Codog

Second: Chuck King

V. New Business

A. Training For Board Members

- a. Goyette and Associates will be providing a training seminar on May 11, 2011 from 9-4 at the Ranch Cordova Marriot.
- b. The seminar is called "New Strategies for Political Engagement in a Post Wisconsin World".
- c. SCALE will reimburse up to nine hours of pay at 1.68 times the board members regular hourly wage (including incentives) to attend the training.
- d. The board member must fill out an expense reimbursement form and submit it to the SCALE office in order to be reimbursed.

Motion: Marc Codog

Second: Will Safford

- B. Board Representative for the Public Defender
 - a. Dave Ford was unanimously appointed by the SCALE Board as the new representative for the Public Defender.

- C. Obtaining An Up To Date Treasurer Report
 - a. The General Fund account fluctuates constantly due to deposits and checks written against the account.
 - b. Our bookkeeper will come into the office one extra time prior to the monthly board meetings so that we will have the most up to date account information possible.

- D. Negotiations
 - a. See attachments for Addendum #2 and Addendum #3.

VI. Executive session.

VII. Meeting was adjourned at 1333 hours.
Motion: Marcus Kelln
Second: Heather Jeter



Sacramento County Alliance of Law Enforcement

Board Meeting Minutes May 4, 2011

Board Members In Attendance

Caryn King Marc Codog Dave Ford
Marcus Kelln Will Safford Jose Goytia
Heather Jeter Chuck King

Jim Bargones Joanne Narloch

I. The meeting was called to order at 1201 hours. The meeting was held at the DHA located at 3075 Prospect Park Dr., Suite 150, Rancho Cordova, CA 95670.

II. Minutes from March 6, 2011 - Accepted
Motion: Marc Codog
Second: Lane Ruddick

III. Treasurer's Report - Accepted
(As of 4/30/2011)

General Fund	17,216.59
Legal Defense Fund	27,988.39
Savings	80,045.17
Money Market	9,216.62
Transamerica (as of 2/28/11)	190,934.81
American Funds (as of 12/31/10)	25,132.05

Unrealized Gains/Losses	1,697.54
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Total	352,231.17
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Motion: Marc Codog
Second: Marcus Kelln

IV. Old Business

A. Petition of Writ

- a. Background: The County was paying retirees a monthly stipend to off-set healthcare premiums. The County ended the payments without a "Meet and Confer" although the stipend was paid for the previous 27 years. A complaint was filed with Public Employee Retirement Board (PERB), on behalf of some of the affected unions. The complaint was found to be in favor of the plaintiffs, which only specified the plaintiffs that were in the original complaint. The County would not add SCALE to the award.
- b. The petition was denied by the Superior Court and SCALE was referred back to PERB.
- c. SCALE will not pursue

V. New Business

A. Mary Zenor Scholarship

- a. Applications due by email, fax or postmark by 5PM PST on 06/15/2011
- b. Decisions made on 06/30/2011, by Scholarship Committee
- c. Committee members: Marcus Keln, Jose Goytia & Caryn King
- d. Board discussed idea of increasing amounts to \$1500 & \$1000.

Motion to raise amounts – Passed.

Motion: Will Safford

Second: Jose Goytia

B. Investment Statement for SCALE assets.

- a. Will Safford will get monthly statements of investment accounts showing balances on last day of the month.

C. Negotiation Results

- a. The union votes to accept the contract extensions offered by the County.
- b. The contract extensions were approved by the Board of Supervisors last week.
- c. SCALE Board members were given copies of the addendums.

D. Park Rangers

- a. The Board discussed the current Park Ranger issue.
- b. The County conducted a study on the possible transition to SSD

- c. SCALE will hold meetings with County BoS in upcoming weeks.

E. SCALE Representative Training

- a. Heather requested training for new Board members.
- b. Caryn will contact Goyette to arrange training.
- c. Board will try to get training in written format as well.

VI. Executive session.

VII. Meeting was adjourned at 1318 hours.

Motion: Marc Codog

Second: Heather Jeter



Sacramento County Alliance of Law Enforcement

Board Meeting Minutes June 1, 2011

Board Members In Attendance

Caryn King Jeremy Zerbe Marcus Kelln
Will Safford Jose Goytia Heather Jeter

Jim Bargones Joanne Narloch

I. The meeting was called to order at 1601 hours. The meeting was held at the Dante Club located at 2330 Fair Oaks Blvd., Sacramento, CA 95825

II. Minutes from May 4, 2011
The minutes were approved pending the correction of Marcus Kelln's last name, which was incorrectly reflected as "Kel'n".
Motion: Marcus Kelln
Second: Heather Jeter

III. Treasurer's Report (As of 5/31/2011)- Accepted

Chase Accounts

General Fund	11,942.51
Legal Defense Fund	26,508.76
Savings	80,045.17
Total Chase	118,496.44

American Funds (12/31/2010)

Mutual Funds	25,132.05
Total American Funds	25,132.05

Transamerica Funds (4/30/11)

Money Market	8,804.13
Mutual Funds	191,325.51
Unrealized Gain/(Loss)	5,788.67
Total Transamerica Funds	205,918.31

Total Cash and Investments 349,546.80

Motion: Marcus Kelln
Second: Will Safford

IV. Old Business

- A. Mary Zenor Scholarship Award
 - a. All applications were due by June 15, 2011 and the scholarship committee will respond by June 30, 2011.

- B. Park Ranger Issue
 - a. The discussions regarding the incorporation of the Park Rangers into SSD have ended.
 - b. At this time two positions are proposed for layoff.
 - c. A tax initiative is being worked on that would provide 1/10th of 1% for funding. This would require a vote from the BOS and no vote is planned at this time.
 - d. On June 10, 2011, SCALE will meet with a "grass roots" movement that wants to combine the tax revenue with the \$2.9 million that the County has available.
 - e. Supervisor Phil Serna wants to "carve out" the Park Rangers and fund them with the rest of public safety by using the \$2.9 million.

V. New Business

- A. SCALE Audit
 - a. See attachment #1.

- B. Board Member Training
 - a. Goyette and Associates will be providing lunch time training for SCALE board members.
 - b. A date will be chosen once we determine everyone's availability.
 - c. We will target June or July.

- C. RHSA Reimbursement
 - a. Put over until the July board meeting.

VI. Executive session.

- VII.** Meeting was adjourned at 1708 hours.
Motion: Heather Jeter
Second: Jose Goytia



Sacramento County Alliance of Law Enforcement

General Membership Meeting Minutes June 1, 2011

- I.** The meeting was held at the Dante Club located at 2330 Fair Oaks Blvd., Sacramento, CA 95825.

- II.** There was no quorum.



Sacramento County Alliance of Law Enforcement

Board Meeting Minutes July 6, 2011

Board Members In Attendance

Caryn King	Marc Codog	Jeremy Zerbe
Jose Goytia	Chuck King	Heather Jeter
David Ford		
Jim Bargones	Joanne Narloch	

I. The meeting was called to order at 1200 hours. The meeting was held at the DA's Office located at 901 G Street, Sacramento, CA 95814.

II. Minutes from June 1, 2011 - Approved
Motion: Jeremy Zerbe
Second: Heather Jeter

III. Treasurer's Report - Accepted

Chase Accounts (6/29/11)

General Fund	16,610.51
Legal Defense Fund	24,648.99
Savings	80,055.67
Total Chase	121,315.17

American Funds (12/31/10)

Mutual Funds	25,132.05
Total American Funds	25,132.05

Transamerica Funds (4/30/11)

Money Market	8,804.13
Mutual Funds	191,325.51
Unrealized Gain/(Loss)	5,788.67
Total Transamerica Funds	205,918.31

Total Cash and Investments 362,365.53

Note: If updates to the American Funds are readily available, the corrected totals will be issued in the July minutes or provided as

an update to the July minutes if the July minutes have already been issued.

Motion: Marc Codog

Second: Chuck King

IV. Old Business

A. Mary Zenor Scholarship Award

- a. 1st Prize of \$1500: Megan Lomazzi
- b. 2nd Prize of \$1000: Carin Beede

B. RHSA Issue

- a. Reimburse all current SCALE members that were affected by the loss of the County's RHSA contribution, during the affected time period.

Motion: Marc Codog

Second: Jeremy Zerbe

Note: There were five ayes and one abstention.

- b. Make the reimbursement, up to a total of \$65K, directly to the County. The County will then directly apply that money to each affected members RHSA account.

Motion: Marc Codog

Second: Jeremy Zerbe

Note: This was a unanimous decision.

- c. The actual cost of the reimbursement will be tabled for the next Board meeting.

- d. SCALE member Scott Waterman suggested that there may be potential liability for Goyette and Associates for a portion of the reimbursement. This issue will be tabled for the next Board meeting as well.

V. New Business

A. Presentation from Myers Stevens Regarding 100% Coverage

- a. PORAC Long Term Disability
 - i. This is only available to members of the Peace Officers Unit.
 - ii. If a member is not added within 30 days of the persons hire date, medical underwriting is required.
- b. SCALE is considering 100% participation for the Peace Officer Unit rather than individual participation.

- c. With 100% participation, SCALE would be eligible for 50/50 integration. With this, a member could use 50% sick leave and 50% of the PORAC benefit. This would bring the total compensation up to 100% of their base pay while disabled.
 - i. Currently, there is a 66 2/3% payout.
 - d. Premium costs are paid by the member.
 - e. If SCALE moves to 100% participation, Peace Officer members would be automatically enrolled would not be required to go through no medical underwriting. Even members that have been denied for medical reasons before would be accepted.
 - f. The Board will table this topic for further consideration and will wait for a report back to see what benefits could be extended to non-sworn SCALE members.
- B. Dues increase for PORAC Legal Defense Fund (LDF)
- a. Each member of the Peace Officers Unit pays \$7.00 for use toward the PORAC LDF.
 - b. PORAC has increased the cost by \$0.50.
 - c. The \$0.50 increase will be absorbed by the sworn safety member's dues that are already going toward their PORAC participation fee.
- Motion: Marc Codog
Second: David Ford
- C. County Budget Changes For September
- a. The County's has learned that they have a tax revenue shortfall 3.07% due to a difference in projected vs. actual tax revenue.
 - b. This will equate to a \$6.5 million general fund shortfall for the 2011-2012 budget year.
 - c. All Board members are encouraged to prepare their respective groups for potential layoff mitigation talks.
- D. New Sacramento County Executive
- a. Brad Hudson will take over as the new Sacramento County Executive.
 - b. He is currently the City Manager of Riverside, CA.
 - c. Additional information can be obtained from the SCALE President.
- E. Bookkeepers Need A Key To the SCALE Office
- a. The SCALE board voted unanimously to provide Peggy and Ryn a key to the SCALE office.

- F. SCALE Office To Move With Goyette and Associates
 - a. The SCALE office is moving to a new office with Goyette and Associates.
 - b. Goyette and Associates will coordinate with the SCALE office so that the move can occur on or around August 1, 2011.

- G. Board Member Training
 - a. Goyette and Associates will be offering training to the SCALE Board members on August 3, 2011.
 - b. Please forward any suggested topics to Goyette and Associates so that they can be incorporated into the training.

- H. Change Location of Next Board Meeting
 - a. The location of the next meeting needs to be changed.
 - b. We will be notified when this has been determined.

VI. Executive session.

VII. Meeting was adjourned at 1424 hours.

Motion: Marc Codog

Second: David Ford



SACRAMENTO COUNTY ALLIANCE OF LAW ENFORCEMENT

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Board Meeting Minutes August 3, 2011

Board Members In Attendance

Caryn King	Jose Goytia	Chuck King
David Ford	Heather Jeter	Marcus Kelln
Jim Bargones	Joanne Narlock	Paul Goyette
Will Safford		

- I. The meeting was called to order at 1200 hours. The meeting was held at Good Eats located at 3145 Folsom Blvd, Sacramento, CA 95816.
- II. Minutes from July 6, 2011 – Approved
Motion: Chuck King
Second Marcus Kelln
- III. Treasurer's Report – Accepted w/ Transamerica balance discrepancy. No balance change reflected from 6/30/11 thru 7/31/11.

CHASE Accounts (7/31/11)

General Fund	29,645.10
Legal Defense Fund	22,838.93
Savings	70,065.51
Total Chase	122,549.54

American Funds (7/31/11)

Mutual Funds	26,893.70
Total American Funds	26,893.70

TransAmerica Funds (7/31/2011)

Money Market	8,985.63
Mutual Finds	192,067.44
Unrealized Gain/Loss	(615.91)
Total TransAmerica Funds	200,437.16

Motion: Heather Jeter

Second: Marcus Kelln

IV. Old Business:

RHSA Issue

- A. Sac County requested additional information in writing. Response from Caryn in progress. Jim to send Caryn file with response for completion.
- B. No turnaround time frame for reimbursement provided.
- C. Goyette & Associates – Caryn discouraged pursuit as vote by membership not well documented and there is a discrepancy between SCALE Board Members as to events that took place during that portion of negotiations.
- D. Motion to table until other members are in attendance to discuss further. Also would like to request Kim Gillingham attend the meeting for further discussion. Discussion to be held during Executive Session. Motion: Marcus Kelln
Second:

V. New Business

- A. Caryn requested that all financial statements be obtained by the Treasurer through the last day of the month one day prior to the scheduled SCALE Board meeting. Bookkeeper to confirm information obtained. Additionally, Caryn would like each page numbered. (Motion and approval in concurrence with Treasure's Report.)
- B. Discussion regarding money market account ticker symbol availability for monitoring how investments are doing by other members. Per Will, that information is available via Curt Howard.
- C. Jose – Questioning any response from DCSS Executive regarding meet and confer for CSO Interview Safety. No

response received. Joanne to follow up. No time frame set for exec.'s response. In the future a deadline date will be requested. Option provided: If they don't respond may need to initiate a grievance via The Association.

D. Heather – How will medicinal marijuana certification affect the employees? All employer rules and regulations still apply.

VI. Executive Session

VII. Motion to adjourn: Marcus Kelln

Second: Will Stafford



Sacramento County Alliance of Law Enforcement

Board Meeting Minutes September 7, 2011

Board Members In Attendance

Caryn King	Marc Codog	Jeremy Zerbe
Marcus Kelln	David Ford	Jose Goytia
Chuck King	Heather Jeter	
Jim Bargones	Joanne Narloch	

I. The meeting was called to order at 1208 hours. The meeting was held at the Goyette Office Conference Room located at 2366 Gold Meadow Way, Gold River, CA 95670.

II. Minutes from August 3, 2011 - Approved
Motion: Marcus Kelln
Second: Chuck King

III. Treasurer's Report - Accepted
Chase Accounts (8/31/11)

General Fund	30,192.75
Legal Defense Fund	22,839.72
Savings	70,074.94
Total Chase	123,107.41

American Funds (6/30/11)

Mutual Funds	26,893.70
Total American Funds	26,893.70

Transamerica Funds (8/29/11)

Money Market	16,777.61
Mutual Funds	168,425.62
Unrealized Gain/(Loss)	(633.06)
Total Transamerica Funds	185,203.23

Total Cash and Investments 335,204.34

Note: The treasurer was absent.

- 1) The balance sheet prepared by the Treasurer should include the previous months balance and if that information is updated quarterly.
- 2) The Treasurer needs to provide printouts of each account and provide them to the Board for review.

Motion: Marc Codog

Second: David Ford

IV. Old Business

- A. RHSA / Goyette and Associates Liability
 - a. We will table this issue until Kim Gillingham is available to address this issue.

V. New Business

- A. Better business practice in regards to old and new items
 - a. Jim will track all of the items both historical and new.
 - b. Caryn will type out the new purpose, process and policy. She will send the Board a copy of her plan on how this will work. The Board will have the opportunity to comment prior to its adoption.
 - c. Jeremy will review the minutes from January 2011 to current. He will determine if there are any items that should be added to old business. Provide Jim the information via e-mail.
 - d. David will put together new Board member packets.
- B. Coroner Gun Issue
 - a. Greg Wyatt approached Marcus regarding the Coroner Investigators' duty weapons.
 - b. Greg Wyatt had stated that there was no money for training and upkeep due to the budget.
 - c. Labor relations sent a letter to the Coroner Investigators informing them that they were going to be losing their duty weapons.
 - d. Although the penal code allows for this, there are safety issues that would be created by doing so.
 - e. There is going to be a meet and confer with the new county executive regarding this issue.
 - f. SCALE will again bring up the idea of moving the Coroner Investigators under the Sheriff.
 - g. Marc will work with Marcus to come up with an affordable training solution.

- C. Project Save and STAR 6 Foundation Golf Tournaments
 - a. SCALE will provide \$600 for a (4) member group to play in the Project Save Golf Tournament. Marcus will be the coordinator and contact person.
 - b. SCALE will provide \$250 for a SCALE banner to appear at the Star 6 Foundation golf tournament.

Motion: Heather Jeter

Second: Chuck King

There were (5) votes in favor and (1) in abstention.

- D. New CSO's at DCSS
 - a. The new CSO's are in need of new SCALE member packets.
 - b. Jim will compile the packets so that they can be disseminated.
- E. Retiring SCALE Members
 - a. Retiring members have the option to remain as a member of SCALE by converting their active status to retired.
 - b. Forward the names of retired members to the SCALE office so that they can be provided a retirement gift.
 - i. A gift certificate is provided to non-sworn members
- F. Joint Member Management Meeting
 - a. This will be held on September 9, 2011.
 - b. They plan on reviewing the Plan A and Plan B healthcare options and determining if they can obtain cost savings.
- G. Industrial Relations Association of Northern California (IRANC) Meeting
 - a. September 8, 2011
- H. PORAC Meeting : Human Trafficking
 - a. All board members are encouraged to attend.
 - b. It is being sponsored by the SPOA.
 - c. Contact the SCALE office for details
- I. Retirement of DA Investigator
 - a. SCALE will cover the cost of a plaque.

J. By-Laws Committee

- a. This is a committee comprised of Marc, Jose and Will. They will review the SCALE By-Laws and report back to the Board in November.

K. Welfare Fraud Open Position on the Board

- a. They will be notified of a nomination period that will open on September 15, 2011 and end on September 20, 2011.
- b. If there is only one nomination, that person will be appointed to the Board.
- c. If there is more than one nomination, there will need to be a special election.

VI. Executive session.

VII. Meeting was adjourned at 1455 hours.

Motion: Marc Codog

Second: Heather Jeter



Sacramento County Alliance of Law Enforcement

Board Meeting Minutes October 5, 2011

Board Members In Attendance

Caryn King	Marc Codog	Jeremy Zerbe
Will Safford	David Ford	Jose Goytia
Chuck King	Heather Jeter	
Jim Bargones	Joanne Narloch	Kim Gillingham

I. The meeting was called to order at 1208 hours. The meeting was held at the Goyette Office Conference Room located at 2366 Gold Meadow Way, Gold River, CA 95670.

II. Minutes from September 7, 2011
Motion: Heather Jeter
Second: David Ford
Passed: Unanimous

III. Treasurer's Report

Chase Accounts (9/30/11)

General Fund	22,263.93
Legal Defense Fund	22,840.54
Savings	78,835.91
Total Chase	123,940.38

American Funds (6/30/11)

Mutual Funds	26,893.70
Total American Funds	26,893.70

Transamerica Funds (8/31/11)

Money Market	16,915.11
Mutual Funds	169,115.32
Unrealized Gain/(Loss)	(12,313.64)
Total Transamerica Funds	186,030.43

Total Cash and Investments 336,864.51

Motion: Jeremy Zerbe
Second: Marc Codog
Passed: Unanimous

IV. Old Business

- A. Curt Howard Fund Performance
- a. Once the Finance Committee has been formed, the committee will meet with him and report back to the Board.
 - b. Further discussion on this item will be deferred to the next meeting.
- B. Meyers/Stevens Coverage for Non-Sworn Members
- a. There was no response from them regarding Long Term Disability products that could be offered the non-sworn members of SCALE.
 - b. Caryn will contact them and provide any updates at the next Board meeting.
- C. Coroner Gun Issue
- Background: The County was going to take the duty weapons from the Coroner Investigators. The Coroner blamed "funding issues" related to budget cuts as the cause of the decision.
- a. The meet and confer that was scheduled with the Coroner was cancelled.
 - b. SCALE had a meeting with the County Executive. As a result of that meeting, funding was allocated for training.
 - c. The Coroner Investigators will retain their weapons.
- D. Retirement Health Savings Account / Goyette and Associates Liability for Reimbursement of Funds
- a. Motion #1: Goyette and Associates is not responsible for the monetary loss regarding the RHSA.
Motion: Marc Codog
Second: Heather Jeter
Passed: Unanimous
 - b. Motion #2: SCALE will provide the RHSA reimbursement, in the form of a check, to all affected employees that have since separated from the County.
Motion: Marc Codog
Second: Chuck King
Passed: Unanimous

E. By-Laws Committee

- a. The original committee was comprised of Marc, Will and Jose. Since Will is not going to remain on the Board after December 2011 and Jose will be retiring, a new committee must be formed.
- b. The new committee will be chaired by Marc. The additional members will be David, Heather and Caryn.
- c. The members of the By-laws Committee will review the By-laws and report back to the committee members by November 2011. The committee will then report their suggestions to the Board in January 2012.

F. Review of September Action Items

- a. All of the action items were resolved with the exception of one.
 - i. David will continue to work on New Board Member Packets.

V. New Business**A. Finance Committee**

- a. The Finance Committee will be chaired by Jose, until he retires. The other members of the committee will be Chuck, Leonard, and Caryn.
- b. Jose will schedule a meeting with Curt Howard and schedule any any additional meetings. He will also notice the committee members.

B. Elections

- a. Leonard Thompson was the only person nominated for the DHA Welfare Fraud Representative.
 - i. Instead of sending an e-mail to confirm that Leonard would accept the nomination and would serve if elected, the secretary noticed Leonard at the meeting. The Board witnessed Leonard's acceptance of the verbal notice.
- b. Motion #1: The Board will accept Caryn (President) and David (Public Defender) as the sole nominee's for their respective Board positions. The Board will designate them as the default winners for those positions rather than conducting an election.
Motion: Marc Codog
Second: Heather Jeter

Passed: Unanimous

- c. Motion #2: The Board will accept Leonard as the sole nominee for the DHA Welfare Fraud Representative and will designate him as the default winner for that position rather than conducting an election.

Motion: Marc Codog

Second: Heather Jeter

Passed: Unanimous

- d. Notice will be sent out in December 2011 for the LESU, Crime Lab, SLESU, and Park Ranger positions on the Board.

C. Treasurer is Stepping Down

- a. Will is stepping down as the Treasurer. He will finish out his term as Park Ranger Representative but will not run for another term.
- b. There were no takers for the Treasurer position and the Board did not appoint someone to that position at this time.
- c. The Board wants to explore the idea of doing away with the bookkeepers and having the Treasurer provide that function. Now that the books are in order this should be fairly easy and it was a Treasurer function in the past.

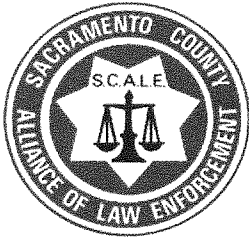
VI. Executive session.

VII. Meeting was adjourned at 1356 hours.

Motion: Chuck King

Second: David Ford

Passed: Unanimous



Sacramento County Alliance of Law Enforcement

Board Meeting Minutes November 2, 2011

Board Members In Attendance

Caryn King Marc Codog Jeremy Zerbe
Will Safford David Ford Jose Goytia
Heather Jeter Leonard Thompson

Joanne Narloch Linda Riley

I. The meeting was called to order at 1203 hours. The meeting was held at the Crime Lab located at 4800 Broadway, Suite 200, Sacramento, CA 95820.

II. Minutes from October 5, 2011
Motion: Marc Codog
Second: Heather Jeter
Passed: Unanimous

III. Treasurer's Report

Chase Accounts (10/31/11)

General Fund	28,390.37
Legal Defense Fund	20,822.77
Savings	70,084.42
Total Chase	119,297.56

American Funds (9/30/11)

Mutual Funds	24,304.45
Total American Funds	24,304.45

Transamerica Funds (9/30/11)

Money Market	58,997.67
Mutual Funds	112,532.41
Unrealized Gain/(Loss)	(25,222.82)
Total Transamerica Funds	171,530.08
Updated Total as of 10/26/11	177,696.08

Total Cash and Investments 321,298.09

Motion: Marc Codog
Second: David Ford
Passed: Unanimous

Note: Caryn is looking into the difference between line items 7130(Contributions-Charitable) and 7845(Sponsorships), that appear in the budget.

IV. Old Business

A. Curt Howard Fund Performance

- a. Leonard and Jose had a meeting to discuss SCALE's investments. They looked at the individual funds that comprised the mutual funds. It looks like many of the investments are in equity funds that are comprised of stocks. These are highly volatile right now. The level of volatility and risk that the current investments are being subjected to are not in line with the original intent of SCALE's purpose for the investments. The Finance Committee will meet with Curt Howard in an attempt to modify SCALES portfolio to be more conservative while attempting to mitigate additional loss.
- b. Motion: Curt Howard will immediately be directed to not invest any of SCALE's cash, \$66,638.01.
Motion: Leonard Thompson
Second: Will Safford
Passed: Unanimous

B. Meyers/Stevens Coverage for Non-Sworn Members

- a. They were contacted and have not returned any phone calls.

C. Retirement Health Savings Account – SCALE Reimbursement

Background: Caryn drafted a letter that we were intending to send to the County. The letter requested that the County provide information regarding the monetary loss that was incurred by our members, both current and severed. There was some confusion regarding the period of time that SCALE wanted information on.

- a. Marc will review and make appropriate corrections to the letter that Caryn originally drafted and send a copy to Jeremy. After Jeremy reviews the revisions and provides feedback, a final document will be drafted and Caryn will send it to the County.

V. New Business

- A. Office Manager Resume
 - a. Linda Riley will be functioning as the temporary SCALE Office Manager. Linda Provided her personal resume to the Board members
 - b. A Hiring Committee was formed that includes the following: Marc, Heather, Caryn (Ex Officio), Joanne (Advisory)
 - c. A meeting will be set up do discuss how to proceed.

- B. Supervising Deputy Coroner
 - a. The County is resistant to allow the Supervising Deputy Coroners to join the peace officers unit.
 - b. The current terms are not acceptable to the Board.
 - c. They have a legal right and deserve to be in the peace officer's unit.

- C. Park Ranger Reserve Officer Language
 - a. The initial meet and confer with the County was not recognized by the County as a meet and confer.
 - b. The language in the proposed addendum is troublesome since it allows for the displacement of Park Rangers in favor of Reserve Park Rangers.
 - c. SCALE will look at the SPD contract for some appropriate language that will provide some protections for the Park Rangers.
 - d. Linda Eto will be informed that alternate language suggestions will be provided shortly.

- D. DA Office – Separate DA and DHA CI Exam From PD CI Exam
 - a. DA and DHA CI's require current P.O.S.T. certificates as a condition of employment and PD CI's do not.
 - b. The DA contends that this makes the hiring of DA CI's very difficult when applicants at the top of the list lack a current P.O.S.T. certificate.
 - c. The DA would like the County to offer separate exams to fix this problem.
 - d. The PD Representative is opposed to this. It is his opinion that a single exam provides a greater opportunity for applicants, is more efficient for the County and the perceived "problem" has been exaggerated.

E. Christmas Gift Cards For Members

- a. There are approximately 360 SCALE members. At \$10 per member, the total cost is approximately \$3600.
- b. Motion: SCALE will provide a \$10 Starbucks gift card to each member.
Motion: Marc Codog
Second: Will Safford
Passed: Unanimous

F. Gift Card For Each Representative

- a. Motion: Each represented group will be provided a \$50 Visa check card to be raffled off or given away at their office Christmas/Holiday party.
Motion: Marc Codog
Second: Heather Jeter
Passed: Unanimous

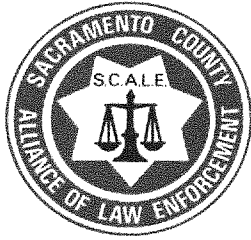
G. Treasurer Position

- a. Motion: Leonard was nominated as the Treasurer.
Motion: Heather Jeter
Second: Will Safford
Passed: Unanimous
- b. Leonard accepted the position as SCALE Treasurer.
- c. Leonard will be provided access to the online accounts and needs to sign a signature card at Chase.

VI. Executive session.

VII. Meeting was adjourned at 1430 hours.

- Motion: Heather Jeter
- Second: David Ford
- Passed: Unanimous



Sacramento County Alliance of Law Enforcement

Board Meeting Minutes December 7, 2011

Board Members In Attendance

Caryn King Jeremy Zerbe Marcus Kelln
Will Safford Jose Goytia Leonard Thompson
Tim McElheney

Joanne Narloch Linda Riley

- I.** The meeting was called to order at 1614 hours. The meeting was held at the Goyette Office Conference Room located at 2366 Gold Meadow Way, Gold River, CA 95670.
- II.** Minutes from November 2, 2011
Motion: Marcus Kelln
Second: Leonard Thompson
Passed: Unanimous

III. Treasurer's Report

Chase Accounts (11/30/11)

General Fund	28,627.33
Legal Defense Fund	23,690.46
Savings	70,084.42
Total Chase	122,402.21

American Funds (9/30/11)

Mutual Funds	24,304.45
Total American Funds	24,304.45

Transamerica Funds (12/05/11)

Money Market Cash	67,401.98
Mutual Funds	110,888.31
Unrealized Gain/(Loss)	(21,709.71)
Total Transamerica Funds	178,290.29

Total Cash and Investments	324,996.95
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Note: The account details were printed out and provided to the Board by Linda Riley.

Motion: Will Safford

Second: Leonard Thompson

Passed: Unanimous

IV. Old Business

A. Curt Howard

- a. A Special Board Meeting was held at the Goyette Office on December 6, 2011. The meeting began at 0929 hours and concluded at 1025 hours.
- b. The goal of the meeting was to discuss the fund performance with Mr. Howard.
- c. Caryn and Jeremy were in attendance.
- d. The following information was obtained from Mr. Howard:
 - i. Approximately \$126K is in cash and bonds which he felt was completely defensible.
 - ii. The fund performance was down approximately 10% at that time.
 - iii. SCALE could consider shifting into a more conservative fund rather than the dynamic income fund that we are currently in.
 - iv. This shift would really only alter about 3% of the funds total assets. The fund manager has already responded to the market by making our fund more conservative.
 - v. Regardless, a shift to a more conservative fund would alter the recovery from the current downturn.
- e. Curt Howard will address the Board at the January 4, 2012 Board meeting that will be held at the Goyette Office Conference Room.

B. Retirement Health Savings Account – SCALE Reimbursement

Background: The County provided SCALE a list of individuals that are current employees and a list of individuals that have separated from the County. The dollar amount owed to each individual was included.

- a. SCALE has prepared the individual checks that will be mailed out to those individuals that have separated from the County.
- b. SCALE is waiting for a response from the County regarding where we send the check that will cover all of the individuals that are current employees.

- c. In order to cover the check that needs to be sent to the County, \$55,900 needs to be moved from the savings account to the checking account.
Motion: Leonard
Second: Marcus
Passed: Unanimous
- d. Caryn will transfer the money and try to get a response from the County.

C. Finance Committee

- a. Tim McElheney (New Park Ranger Representative) was added to the committee.
- b. There are no further updates.

D. Office Manager Position

- a. There are no further updates.

V. New Business

A. Goals For New Year

- a. Each representative needs to reach out to their members by holding quarterly meetings with their members.

B. SCALE Newsletter (Website Articles)

- a. Each representative needs to write an article that highlights the members that they represent.
- b. This should be submitted by the end of February 2012.

C. Park Ranger Representative

- a. Tim McElheney was introduced to the Board and will be the acting replacement for the Park Ranger Representative position.

VI. Executive session.

VII. Meeting was adjourned at 1753 hours.

- Motion: Marcus Kelln
Second: Jose Goytia
Passed: Unanimous



Sacramento County Alliance of Law Enforcement

General Membership Meeting Minutes December 7, 2011

- I.** The meeting was held at the Goyette Office Conference Room located at 2366 Gold Meadow Way, Gold River, CA 95670.
- II.** There was no quorum.

