SCALE

SACRAMENTO COUNTY ALLIANCE OF LAW ENFORCEMENT

Board Meeting Agenda
Wednesday, January 8 , 2014

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

I. Call to Order

II. Roll Call

III. Approval of Minutes from Last Meeting (December 11, 2013)

IV. Treasurer's Report

V. Old Business

a) Movie Tickets-Monthly Drawing
b) Negotiations Update
c) Nominations & Elections-LESU, DA, PD, and Crime Lab
d) AFLAC-Member Benefit
e) Goals for SCALE Board 2014

VI. New Business

a) PORAC Dues Increase
b) PORAC –Myers Stevens LTD Dues Increase
c) Labor Relations Conference-February 11-14, 2014

VII. Executive Session

VIII. Adjournment

Sacramento County Alliance of Law Enforcement

Board Meeting Minutes
January 8, 2014

Board Members In Attendance

Marcus Kelln	Amy Jassel
Tim McElheney	Leonard Thompson
Gail Pilas	Jeremy Zerbe
Marc Codog	Joanne Narloch

Others

Geri Hull	Anthony Colson	Linda Riley

I. The meeting was called to order at 12:10 pm. The meeting was held at the SCALE Office, 2366 Gold Meadow Way, Gold River, CA 95670

II. Approval of minutes from December 11, 2013.
Motion: Tim McElheney
Second: Leonard Thompson
Passed: Unanimous

III. Treasurer's Report

Chase Accounts (12/31/13)

General Fund 6222	$13,716.42
Legal Defense Fund 3904	$34,677.95
Savings Account 7915	$14,232.84
Wells Fargo Office Account	$255.35
Debit Card Account	$199.95
Total Accounts	**$63,082.51**

American Funds (12/31/13)

Initial Investment	$15,000.00
Unrealized Gain/(Loss)	$22, 281.89
Total American Funds	**$37,281.89**

Foothill Securities (12/31/13)

Initial Investment	$200,000.00
Unrealized Gain/(Loss)	(1,705.58)
Total Foothill Securities	**$198,294.42**
Total Cash and Investments	**$298,658.82**

Motion: Gail Pilas
Second: Marc Codog
Passed: Unanimous

IV. Action Items

V. Old Business

A. Movie Tickets – Monthly Drawing
   a. Nathan Gemetti – DHA
   b. Kristin Burke – DA
      i. Motion to continue the drawing for movie tickets for the next year.
         Motion: Gail Pilas
         Second: Amy Jassel
         Passed: Unanimous

B. Negotiations
   a. Signatures needed by those at the table during negotiations.
   b. Geri Hull signed 1/8/14
   c. Review language and approval by board.
   d. Fair Share section – does not change contract.

C. Nominations
   a. LESU position will need to be redone
      i. Jeremy and Leonard volunteer to count ballots
   b. Special election to fill vacant rep and board positions.
      i. David Ford (Public Defender)
      ii. Marc Codog (DA)
      iii. Jeremy Zerbe (DA)

D. AFLAC – Gary Wyatt
   a. Presentation on the benefits provided
   b. Flyers will be sent to members, email to board members for posting

E. Goals for SCALE Board 2014

a. Ideas and suggestions for the goals and direction of the board
   i. Training for Board Members
      1. Delay until after elections
      2. Compensation
      3. Joanne/Linda will get a date
   ii. Contribute to non-profits in the community
   iii. Provide more information to members
   iv. Newsletter
   v. Continue discussions of items that affect the contracts
      1. 48/50 Time for Park Rangers
      2. Side letter agreements
      3. Retired medical trust
      4. Emails
      5. Family death leave
      6. Wage reopener

F. Crab Feed
   a. March 5th – purchased from DART
   b. Flyer and deadline to submit name of interested members for the feed
   c. Winners will receive a pair of tickets, random drawing 2/3/2014
      i. Motion to determine how to raffle off the tickets.
         Motion: Amy Jassel
         Second: Gail Pilas
         Passed: Unanimous

VI. New Business

A. PORAC dues increases
   a. Active members increase by $1 per month, research association increase by $1 per month for a total of $2 increase per month.
   b. Option to opt out of the pension reform fund

      Motion: Leonard Thompson
      Second: Tim McElheney
      Passed: Unanimous

B. PORAC – Myers Stevens LTD Dues Increase

a. $2 increase for PORAC members to elect to continue getting death benefits along with Long Term Disability Benefits
b. Benefits have changed – notify members of changes

C. Labor Relations Conference
a. Training for those involved with labor organizations
b. Held in Las Vegas
c. Funds needed to cover the price of the hotel and conference to send Jeremy
i. Motion to use up to $1800 to send Jeremy to the conference.
Motion: Tim McElheney
Second: Marcus
Passed: Unanimous

D. SEIU Flyer
a. Heather Jeter was approached by SEIU with flyers, discussed and dismissed their solicitation.

E. UPE Strike on 1/21/14
a. Crossing picket lines – Joanne will find out
b. Impact on the work flow

Executive session

VII. Adjournment

Time: 2:47 pm
Motion: Tim McElheney
Second: Marcus Kelln
Passed: Unanimous

SCALE

SACRAMENTO COUNTY ALLIANCE OF LAW ENFORCEMENT

Board Meeting Agenda
Wednesday, February 5, 2014

Casa Garden Restaurant
2760 Sutterville Rd.
Sacramento, CA 95820
12 PM

I. Call to Order

II. Roll Call

III. Approval of Minutes from Last Meeting (January 8, 2014)

IV. Treasurer's Report

V. Old Business
   a) Movie Tickets-Monthly Drawing
   b) Negotiations Update
   c) Nominations & Elections- DA, PD, and Crime Lab
   d) Results of LESU Election-Redo
   e) AFLAC-Member Benefit
   f) Goals for SCALE Board 2014
   g) PORAC –Myers Stevens LTD Plan Changes/Increase

VI. New Business
   a) Crab Feed Drawing
   b) New Contact Information for President of SCALE
   c) Mary Zenor Scholarship Committee
   d) Newsletter
   e) Office Manager Consulting Agreement
   f) New Goyette & Associates Representative- Michelle Laidlaw
   g) Retirement Badge

VII. Executive Session

VIII. Adjournment

Sacramento County Alliance of Law Enforcement

Board Meeting Minutes
February 5, 2014

Board Members In Attendance

Marcus Kelln	Michelle Laidlaw
Tim McElheney	Leonard Thompson
Gail Pilas	Jeremy Zerbe
Linda Riley	Amy Jassel
Kevin Baker	

Others

Rafael Ruano

I. The meeting was called to order at 12:06 pm. The meeting was held at the Casa Garden Restaurant, 2760 Sutterville Rd. Sacramento, 95820

II. QUICK EXECUTIVE SESSION WITH RAFAEL RUANO AND MICHELLE LAIDLAW

III. Approval of minutes from January 8, 2014.
   a. Motion: Amy Jassel
   b. Second: Tim McElheney
   c. Passed: Unanimous

IV. Treasurer's Report

Chase Accounts (1/31/14)

General Fund 6222	$19,242.14
Legal Defense Fund 3904	$34,680.88
Savings Account 7915	$14,234.04
Wells Fargo Office Account	$388.69
Debit Card Account	$992.18
Total Accounts	**$69,537.93**

American Funds (12/31/13)

Initial Investment	$15,000.00
Unrealized Gain/(Loss)	$21,299.94
Total American Funds	**$36,299.94**
Foothill Securities (12/31/13)	
Initial Investment	$200,000.00
Unrealized Gain/(Loss)	(3,216.04)
Total Foothill Securities	**$196,783.96**
Total Cash and Investments	**$302,621.83**

Motion: Gail Pilas
Second: Tim McElheney
Passed: Unanimous

IV. Action Items

A. Jeremy introduced Kevin Baker as a possible replacement rep for the Public Defenders position. Brief introduction was made and then Jeremy made a recommendation to nominate and appoint Kevin Baker as the rep for the DA.
   i. Motion: Tim McElheney
   ii. Second: Leonard Thompson
   iii. Passed: unanimous
B. Change in Labor REP to Michelle Laidlaw. Discussion, introduction and reasons for change in staff

V. Old Business

A. Movie Tickets – Monthly Drawing
   a. Nichole Hoagland – DCSS
   b. Anita Vigil – DCSS
B. Negotiations Update
   a. Final approval of update to Bilingual Pay compensation will occur in late February when the Board of Supervisor's meets. Jeremy will obtain a clean signature page and all signatures so that the electronic copy can be posted.
   b. Approval of bilingual language
   c. Final copy expected in March
   d. Bilingual differential applied once agreement is signed.
C. Nominations & Elections- DA, PD, and Crime Lab

a. One DA Nominee: Joe Tippins - no need for special election but we need motion to appoint. Send out a meeting schedule and add to e-mail notifications.
b. One PD Nominee: Kevin Baker - no need for special election but we need motion to appoint. Send out a meeting schedule and add to e-mail notifications
    i. Kevin was appointed at the beginning of today's meeting.
c. Crime Lab Nominees: Craig Triebold and Ann Murphy – special election if both have accepted otherwise appoint sole nominee
d. Special election deadline 2/12/2014

D. Results of LESU Election-Redo
    a. Joe T Joe Tippins: 17 (23%)
    b. Gail Pilas: 32 (44%) Winner!
    c. Anthony Colson: 24 (33%)

E. AFLAC-Member Benefit
    a. Linda sent out the flyer yesterday. She has color copies for everyone to post. DCSS has already arranged a meeting. Other reps please check with your members to arrange meetings with interested parties at you location for the week of February 24th.

F. Goals for SCALE Board 2014
    a. Training to be provided by Goyette & Associates for board members
    b. Expected in April 2014

G. PORAC –Myers Stevens LTD Plan Changes/Increase
    a. Letter was drafted and mailed out concerning the changes to the LTD plan. Only mailed to affected members. They have until February 14th to reply concerning maintaining the death benefit and Premium vs. Premium Plus Plans.
    b. This will be a group decision for PORAC members
    c. Premium plans cost more, $2 increase to maintain the death benefit.

H. PORAC Dues Clarification
    a. The dues are only being increased temporarily for the calendar year 2014 by 1$ to fight the California Pension Reform Act 2014. There is not an additional 1$ increase to regular dues as well.

VI. New Business

A. Crab Feed Drawing

a. Ensure a complete list of people for the drawing. Assign numbers and randomly draw 6.
b. Winners:
   i. Natalie Caponera
   ii. Jill Ibarreta
   iii. Elizabeth Castilllo
   iv. Lube Gonzalez
   v. Oscar Barragan
   vi. Jane King

B. New Contact Information for President of SCALE
   a. President@scale.org designed as an archive for future SCALE Presidents. Can be accessed and managed externally.
   b. Previous fax line (916) 858-1435 will now be the president's line. There is no longer a fax line

C. Mary Zenor Scholarship Committee
   a. Set up the committee to include President and at least two other people. Linda needs to pass out literature to committee members. Produce flyer with timelines if appropriate to do so at this time.
   b. Jeremy, Gail and Amy will form a subcommittee to determine the scholarship questions and a timeline.

D. Newsletter
   a. Try to produce a monthly one page newsletter. Former attempt was too ambitious.
   b. Amy can partner with Jeremy to come up with a one page newsletter that can highlight our monthly meetings or other communications.

E. Office Manager Consulting Agreement
   a. This was discussed in a former meeting but was not finalized. Covers our relationship with SCALE and confidentiality agreement with Linda.
   b. Previously reviewed by Joanne, needs to be forwarded to Michelle for approval. The board has reviewed it and is in agreement with the document. Pending the approval from the attorney, Jeremy can signoff.

F. New Goyette & Associates Representative- Michelle Laidlaw
   a. Michelle provided some information about her education and background/experience with employment, labor and family law.

G. Retirement Badge
   a. SCALE has a long standing history of providing retirement badges for members.
   b. Deputy Coroner's do not have a badge template set up with the company that produces the retirement badges.

i. Option #1: Pay $900 setup fee to the company that makes the other retirement badges and then pay an additional $150 for retirement badge.
ii. Option #2: Contract with the company that makes the Coroner badges to produce a retirement badge for $350.

c. Discussed all options and the number of badges that may need to be purchased in the next 10 years.
d. Motion to go with the company that currently makes the Coroner badges; making retirement coroner badges at $350 each.
   i. Motion: Amy Jassel
   ii. Second: Leonard Thompson
   iii. Passed: unanimous

Executive session

VII. Adjournment

Time: 1:42 pm
Motion: Gail Pilas
Second: Marcus Kelln
Passed: Unanimous

SCALE

SACRAMENTO COUNTY ALLIANCE OF LAW ENFORCEMENT

Board Meeting Agenda
Wednesday, March 5, 2014

SCALE Office
2366 Gold Meadow Way
Gold River, CA 95670
4 PM

I. Call to Order

II. Roll Call

III. Approval of Minutes from Last Meeting (February 5, 2014)

IV. Treasurer's Report

V. Old Business
   a) Movie Tickets-Monthly Drawing
   b) MOU Update
   c) Negotiations Update
   d) Nominations & Elections- DA
   e) Goals for SCALE Board 2014
   f) PORAC –Myers Stevens LTD Plan
   g) Mary Zenor Scholarship Committee
   h) Newsletter
   i) Office Manager Consulting Agreement

VI. New Business
   a) Craig Triebold –New Crime Lab Representative
   b) Board Service /Participation Benefit
   c) Fair Share Notice
   d) LRIS Conference

VII. Executive Session

VIII. Adjournment

Sacramento County Alliance of Law Enforcement

Board Meeting Minutes
March 5, 2014

Board Members in Attendance

Marcus Kelln	Amy Jassel
Tim McElheney	Leonard Thompson
Gail Pilas	Jeremy Zerbe
Craig Triebold	
Heather Jeter	

Others

Michelle Laidlaw	Linda Riley

I. The meeting was called to order at 04:26 pm. The meeting was held at the SCALE Office 2366 Gold Meadow Way Gold River, CA 95670.

II. Approval of minutes from February 5, 2014. With one correction to item

a. G.b. "Coroner Investigators" should read "Deputy Coroners"
   i. Motion: Amy Jassel
   ii. Second: Leonard Thompson
   iii. Passed: 5 in favor:1 abstained

III. Treasurer's Report

Chase Accounts (2/28/14)

General Fund 6222	$21,545.11
Legal Defense Fund 3904	$34,683.53
Savings Account 7915	$14,235.13
Wells Fargo Office Account	$338.13
Debit Card Account	$515.49
Total Accounts	**$71,317.39**

American Funds (2/28/2014)

Initial Investment	$15,000.00
Unrealized Gain/(Loss)	$22,745.18
Total American Funds	**$37,745.18**

Foothill Securities (2/28/2014)

Initial Investment	$200,000.00
Unrealized Gain/(Loss)	($ 204.85)
Total Foothill Securities	**$199,795.15**
Total Cash and Investments	**$308,857.72**

Motion: Marcus Kelln
Second: Tim McElheney
Passed: Unanimous

IV. Action Items

A. Jeremy introduced Craig Triebold as a possible replacement rep for the Crime Lab position. Brief introduction was made and then Jeremy made a recommendation to accept and appoint Craig Triebold as the rep for the Crime Lab.
   i. Motion: Tim McElheney
   ii. Second: Leonard Thompson
   iii. Passed: unanimous

V. Old Business

A. Movie Tickets – Monthly Drawing
   a. Joe Tippens - SSD
   b. Michael Sags – Crime Lab
B. MOU Update
   a. Updated language for bilingual pay approved.
   b. Signed copies of signature pages are with Labor Relations.
   c. We have clean copies of the LOU's for a final review and signatures.
      i. Copy w/o signatures is available now, updated with signed document at a later date
C. Negotiations Update
   a. Meeting next week on one of the LOU topics
      i. Use of county e-mail – discuss with Labor Relations. Matt Connolly has talked with Don Semon. Heather Amy to be invited to this meeting.
D. Nominations & Elections- DA

a. No nominations were accepted
    i. Vacant DA Position for now – SCALE will continue to keep contact with them to try to fill the position

E. Goals for SCALE board 2014
    a. New? – any new ideas
    b. SCALE training
        i. Michelle to schedule with G&A
        ii. Possible evening/weekend training
        iii. Any ideas email Michelle directly
        iv. Email Linda with dates that you are NOT available

F. PORAC –Myers Stevens LTD Plan
    a. a. Sent out letter for directional vote – in an effort to keep death benefit and keep premier plan or move to premier plan plus - and there were only a handful of responses
        i. Majority Rule – Upgrade to Premier Plan Plus and keep Death Benefit
            1. Resulting in an increase of $2 for the Death Benefit and $2 for Premier Plus for a total increase of $4

G. Mary Zenor Scholarship Committee
    a. Gail will function as the chairperson
        i. Gail stepped down during the meeting due to a conflict of interest
    b. Heather Jeter and Craig Triebold will join the committee
    c. Guidelines established for the sub-committee and presented/finalized today
    d. Notification will go out 3/19/2014
    e. Deadline 4/30/2014
    f. Announcement 6/2/2014

H. Newsletter
    a. This is a subcommittee
    b. Heather Jeter will assist w/ Jeremy and Amy
    c. Discussed using templates in word
    d. Other ideas for layout or program

I. Office Manager Consulting Agreement
    a. No alternate language offered
    b. To be discussed in executive session

VI. New Business

A. Craig Tribold – Crime Rep
    a. Discussed out of order

B. Board Service / Participation Benefit

a. Refund of union dues for every month that you serve on the Board
    i. This is used in several unions. Jeremy learned about this at the conference he attended.
b. To be paid in November
    i. No anticipated tax problems for SCALE or the Board Member
    ii. This will be for dues only
c. Michelle will look into legal issues, Linda will get buy in from tax standpoint – report back in April

C. Developing a Fair Share Notice per contract
    a. Must be done w/in 90 days of a new contract and yearly thereafter
    b. Members must be noticed and an audit done by a public accounting firm
    c. Post on boards and online
    d. Use last year's audit – to start

D. LRIS conference
    a. Pending supreme court decision to decide if Fair Share is unconstitutional
        i. Harris vs. Quinn
            1. Michelle will look into this – update at April meeting

E. Annual Public Safety and Community Appreciation Breakfast
    a. Held 5/14/14 – discussed if SCALE would like to reserve a table for $1000
        i. Motion: Tim McElheney
        ii. Second: Craig
        iii. Passed: 5 in favor, 1 abstained

Executive session

VII. Adjournment

Time: 6:22 pm
Motion: Marcus Kelln
Second: Tim McElheney
Passed: Unanimous

SCALE

SACRAMENTO COUNTY ALLIANCE OF LAW ENFORCEMENT

General Membership Meeting Agenda
Wednesday, March 5, 2014

SCALE Office
2366 Gold Meadow Way
Gold River, CA 95670
6 PM

I. Call to Order

II. Roll Call

III. Approval of Minutes from Last Meeting (December 11, 2013)

IV. Treasurer's Report

V. Old Business

a) Negotiations

b) Bylaws Revisions

c) MOU Update

VI. New Business

a) None

VII. Adjournment

Sacramento County Alliance of Law Enforcement

General Membership Meeting Minutes
June 4, 2014

Board Members In Attendance

Others

I. The meeting was called to order :

No quorum; therefore no business meeting was held.

III. Treasurer's Report

IV. Old Business
V. New Business
VI. Adjournment

SCALE

SACRAMENTO COUNTY ALLIANCE OF LAW ENFORCEMENT

Board Meeting Agenda
Wednesday, April 2, 2014

CRIME LAB
4800 Broadway
Sacramento, CA 95820
12 PM

I. Call to Order

II. Roll Call

III. Approval of Minutes from Last Meeting (March 5, 2014)

IV. Treasurer's Report

V. Old Business
   a) Movie Tickets-Monthly Drawing
   b) Goals for SCALE Board 2014
   c) Mary Zenor Scholarship Committee Update
   d) Newsletter
   e) Fair Share Notice
   f) Board Service/Participation Benefit

VI. New Business
   a) Computer Upgrade
   b) Community Appreciation Breakfast
   c) LOU – Use of County E-mail

VII. Executive Session

VIII. Adjournment

Sacramento County Alliance of Law Enforcement

Board Meeting Minutes
April 2, 2014

Board Members In Attendance

Jeremy Zerbe	Heather Jeter	Linda Riley
Tim McElheney	Michelle Laidlaw	Marcus Kelln
Leonard Thompson	Kevin Baker	

I. The meeting was called to order at 1220 hours. The meeting was held at the Sacramento County DA Crime Lab located at 4800 Broadway, Suite 200, Sacramento, CA 95820.

II. Roll Call

III. Approval of minutes from March 5, 2014.
Motion: Tim McElheney
Second: Leonard Thompson
Passed: Unanimous

IV. Treasurer's Report

Accounts (3/31/14)

General Fund 6222	25,935.45
Legal Defense Fund 3903	34,686.47
Savings 7915	14,236.33
Wells Fargo Office Acct.	308.20
Debit Card Acct.	679.77
Total	**75,846.22**

American Funds (3/31/14)

Initial Investment	15,000.00
Unrealized Gain/(Loss)	23,218.22
Total American Funds	**38,218.22**

Foothill Securities (3/31/14)

Initial Investment	200,000.00
Unrealized Gain/(Loss)	861.10
Total Transamerica Funds	**200,861.10**

Total Cash and Investments	**314,925.54**

Motion: Heather Jeter
Second: Tim McElheney
Passed: Unanimous

V. Old Business

A. Movie Tickets
   a. Derrica Lawton (DHA)
   b. Laura O'Reilly (Public Defender)

B. Goals for SCALE Board 2014
   a. General Board training
      i. To be provided by Michelle and Rafael of Goyette & Associates on 4/22 and 5/20 from 2pm – 5pm
      ii. Location – SCALE office
      iii. Food to be provided

C. Mary Zenor Scholarship
   a. Committee = Jeremy, Amy, Heather, and Craig
   b. Applications due April 30th
   c. None received yet
   d. If submissions come in, Linda will email them to committee members for review

D. Newsletter
   a. Jeremy provided example newsletter format and asked for input from Board
   b. Board members voiced approval of format
   c. Plan is to publish quarterly
   d. Newsletter items may have legal ramifications, so they should be run by Michelle of G&A prior to publication

E. Fair Share Notice
   a. Packet will include Beck Hudson Compliance Letter, William & Olds Report, and excerpts from our contract
   b. To be provided to ALL employees
   c. To be sent out by annually by mail in compliance with our MOU

Motion: Tim McElheney
Second: Leonard Thompson
Passed: Unanimous

F. Board Service/Participation Benefit
   a. Jeremy spoke to Anchorage police union who use the dues refund model for board members
   b. Question raised about potential tax liability and need to issue 1099s if refund exceeds $600
   c. Linda will seek clarification on this issue, since it is a refund, not a payment
   d. Other options discussed
      i. Limit refund to $599
      ii. Remove dues deduction for board members, rather than collecting and then refunding
      iii. Talk to County about setting up bank for paying Board members for their Union time
         1. This was deemed to be the least viable option
   e. Final verdict = we will continue to explore this benefit

VI. New Business

A. Computer Upgrade
   a. Linda would like to replace her office computer
   b. Microsoft ending support for Windows XP on 4/8/14
   c. Computer is 7 years old
   d. Various new computer options discussed
   e. Motion to spend up to $2300 for new Windows 8 computer, including software (Microsoft Office, Quickbooks), and printer
      i. Additional shopping/price comparison to be done to ensure we are getting good deal on products

Motion: Tim McElheney
Second: Leonard Thompson
Passed: Unanimous

B. Community Appreciation Breakfast
   a. Breakfast on 5/9/14
   b. Jeremy and Tim will attend
   c. 6 spots are filled so far (including JZ and TM)
   d. Interest must be expressed by 4/21/14
   e. If more than 10 express interest, Jeremy and Linda will do a drawing and make notifications

C. Letter of Understanding – Use of County E-mail
   a. Jeremy and Michelle met with Matt Connelly from County
   b. Agreement to allow use of County e-mail up to 3 times per year for sending out mass informational notice to membership

i. Not to be used for political purposes

c. Michelle currently working on revisions to LOU
   i. To be sent to Jeremy, Heather, Amy and Matt Connelly
d. County has not expressed any issue with how our union has conducted business
e. Continue to conduct business as usual

VII. Executive session

VIII. Adjournment

Time: 1354
Motion: Heather Jeter
Second: Marcus Kelln
Passed: Unanimous

SCALE

SACRAMENTO COUNTY ALLIANCE OF LAW ENFORCEMENT

Board Meeting Agenda
Wednesday, May 7, 2014

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

I. Call to Order

II. Roll Call

III. Approval of Minutes from Last Meeting (April 2, 2014)

IV. Treasurer's Report

V. Old Business
   a) Movie Tickets-Monthly Drawing
   b) Goals for SCALE Board 2014-Board Training Update
   c) Mary Zenor Scholarship Committee Update
   d) Newsletter
   e) Fair Share Notice
   f) Board Service/Participation Benefit
   g) Computer Upgrade
   h) Community Appreciation Breakfast
   i) LOU – Use of County E-mail

VI. New Business
   a) Investment Proposal

VII. Executive Session

VIII. Adjournment

Sacramento County Alliance of Law Enforcement

Board Meeting Minutes
May 7, 2014

Board Members In Attendance

Others

I. The meeting was called to order :

No quorum; therefore no business meeting was held.

III. Treasurer's Report

IV. Old Business
V. New Business
VI. Adjournment

SCALE

SACRAMENTO COUNTY ALLIANCE OF LAW ENFORCEMENT

Board Meeting Agenda
Wednesday, June 4, 2014

SCALE Office
2366 Gold Meadow Way
Gold River, CA 95670
4 PM

I. Call to Order

II. Roll Call

III. Approval of Minutes from Last Meeting (April 2, 2014, & May 7, 2014)

IV. Treasurer's Report

V. Old Business
   a) Movie Tickets-Monthly Drawing
   b) Goals for SCALE Board 2014-Board Training Update
   c) Mary Zenor Scholarship Committee Award
   d) Newsletter
   e) Fair Share Notice
   f) Board Service/Participation Benefit
   g) Computer Upgrade
   h) Community Appreciation Breakfast
   i) LOU – Use of County E-mail

VI. New Business
   a) Investment Proposal
   b) Class Study Dept. of Child Support Services

VII. Executive Sessions

VIII. Adjournment

Sacramento County Alliance of Law Enforcement

Board Meeting Minutes
June 4, 2014

Board Members in Attendance

Others

I. The meeting was called to order :

No quorum; therefore no business meeting was held.

III. Treasurer's Report

IV. Old Business
V. New Business
VI. Adjournment

SCALE

SACRAMENTO COUNTY ALLIANCE OF LAW ENFORCEMENT

General Membership Meeting Agenda
Wednesday, June 4, 2014

SCALE Office
2366 Gold Meadow Way
Gold River, CA 95670
6 PM

I. Call to Order

II. Roll Call

III. Approval of Minutes from Last Meeting (March 5, 2014)

IV. Old Business
   a) Negotiations
   b) Bylaws Revisions
   c) MOU Update

V. New Business

   a) None

VI. Adjournment

Sacramento County Alliance of Law Enforcement

General Membership Meeting Minutes
March 5, 2012

Board Members In Attendance

Marcus Kelln	Michelle Laidlaw
Tim McElheney	Leonard Thompson
Gail Pilas	Jeremy Zerbe
Linda Riley	Amy Jassel
Heather Jeter	Craig Triebold

A. The meeting was called to order at 6:30 PM. The meeting was held at the SCALE Office 2366 Gold Meadow Way Gold River, CA 95670.

B. No quorum; therefore no business was conducted.

SCALE

SACRAMENTO COUNTY ALLIANCE OF LAW ENFORCEMENT

Board Meeting Agenda
Wednesday, July 2, 2014

Coroner's Office
4800 Broadway
Sacramento, CA 95820
12 PM

I. Call to Order

II. Roll Call

III. Approval of Minutes from Last Meeting (April 2, May 7, & June 4, 2014)

IV. Treasurer's Report

V. Old Business
   a) Movie Tickets-Monthly Drawing
   b) Goals for SCALE Board 2014-Board Training Update
   c) Mary Zenor Scholarship Committee Award
   d) Newsletter
   e) Fair Share Notice
   f) Board Service/Participation Benefit
   g) Computer Upgrade
   h) Community Appreciation Breakfast
   i) LOU – Use of County E-mail

VI. New Business
   a) PEPRA 2013
   b) Class Study Dept. of Child Support Services
   c) Medical Trust LOU
   d) Disposal of SCALE Outdated Electronics
   e) 2013 Beck Hudson Report
   f) SCERS Strategic Planning
   g) Investment Proposal

VII. Executive Sessions

VIII. Adjournment

Sacramento County Alliance of Law Enforcement

Board Meeting Minutes
July 2, 2014

Board Members in Attendance

Marcus Kelln	Kevin Baker
Tim McElheney	Leonard Thompson
	Jeremy Zerbe
Linda Riley	Amy Jassel
Heather Jeter	Craig Triebold

Others

I. The meeting was called to order at 12:10 pm. The meeting was held at the Coroner's Office 4800 Broadway, Sacramento 95820.

II. Approval of minutes from April 2, 2014, & May 7, 2014 (no quorum), June 4, 2014 (no quorum).

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

III. Treasurer's Report

a. Treasurer's report was brought forward from the April 2,2014 meeting. Tracking was done in May and June – however there was no quorum at those meetings and no official notes kept. All months reviewed and accounted for on the July 2, 2014 report.
b. Treasurer's report dated 06/30/2014 had a discrepancy; this report will be reviewed, discussed and corrected at the August 2014 meeting.

Chase Accounts (06/30/2014)

General Fund 6222	$26,858.51
Legal Defense Fund 3904	$38,190.55

Savings Account 7915	$ 18,239.88
Wells Fargo Office Account	$ 333.96
Debit Card Account	$ 1238.11
Total Accounts	**$100,890.38**

American Funds (2/28/2014)

Initial Investment	$15,000.00
Unrealized Gain/(Loss)	$24,933.68
Total American Funds	**$39,933.68**

Foothill Securities (12/31/13)

Initial Investment	$200,000.00
Unrealized Gain/(Loss)	$ 6,123.38
Total Foothill Securities	**$206,123.38**

Total Cash and Investments	**$346,947.44**

Motion: Tim McElheney
Second: Marcus Kelln
Passed: Unanimous

IV. Action Items

V. Old Business

A. Movie Tickets – Monthly Drawing (6 total for May, June, July)
   a. May
      i. Dennis Williams - DCSS
      ii. Alicia Winborne – DCSS
   b. June
      i. Cynthia Coleman – Park Ranger
      ii. Rochelle Swett – DHA
   c. July
      i. Joseph Tippins – Process Server
      ii. Donna Dammann - DCSS
B. Goals for SCALE Board 2014-Board Training Update Updated
   a. Board Training occurred on April 22nd at SCALE Office
   b. Rafael Ruano and Michelle Laidlaw presented
   c. Cancelled subsequent training due to a lack of interest
   d. Training can be done on as needed basis
   e. PowerPoint from training provide to those not in attendance
C. Mary Zenor Scholarship Committee Award

a. Award delivered via mail, thank you letters have been received
    i. 1st Prize $1500 to Elenamarie O'Malley
    ii. 2nd Prize $1000 to Lindsay Lee

D. Newsletter
    a. Work in progress

E. Fair Share Notice
    a. The fair share notice was mailed out April 23rd 2014and complies with the provisions in the contract requiring notice within 90 days of signing a new agreement.

F. Board Service/Participation Benefit
    a. Discussed possible bylaws change, letting membership know of this benefit
    b. Decided to table this topic until there is another bylaws change that needs to be addressed

G. Computer Upgrade
    a. SCALE has a new computer system and has upgraded software
        i. New computer and system that is working well, IT support was also purchased for installation and wiping the old hard drive once all data is transferred

H. Community Appreciation Breakfast
    a. SCALE sponsored a table for the May 9th breakfast.
    b. SCALE President, Crime Lab Rep, and two members from DCSS were in attendance.
    c. Keynote speaker was outgoing DA Jan Scully. Thank you note received from Jan
    d. Most/All local law enforcement was in attendance.

I. LOU – Use of County E-mail
    a. Final draft signed by the county
    b. President will sign and deliver to the county

VI. New Business

A. PEPRA 2013
    a. PEPRA applies to employees hired after 01/01/2013, consists of a change in the way that pension contributions are calculated and what qualifies as pensionable.
        i. We have members that are being adversely affected by the way that PEPRA 2013 is being interpreted and applied
        ii. New vs. Current Members
            1. New hire
            2. Break in service

3. Retired – rehired as new employee
4. Transfer from another government agency with reciprocity

iii. Pensionable compensation
1. what is considered pensionable is being interpreted different ways

b. SCALE President is in contact with SCERS, County Labor Relations, and SCALE Legal

B. Class Study Dept. of Child Support Services
a. The President and DCSS Rep. attended an informational meeting on June 4th at DCSS
b. All employees encouraged to participate in the study

C. Medical Trust LOU
a. Per LOU: The County was to meet and confer on this issue by the end of June 2014.
b. The County has maintained that "due diligence" requires that they look into alternate products.
c. SCALE president has made repeated inquiries, but unable to get anything moving at this time
d. No support from DSA on this topic.

D. Disposal of SCALE Outdated Electronics
a. With the purchase of the new computer and other office equipment – discussion held regarding old/outdated equipment once hard drives are wiped clean
b. This office equipment has no value as this time
i. Sold outdated computer to Heather Jeter for $25 to be added to the general fund
ii. Remaining items will be donated
c. Motion: Tim McElheney
i. Second: Craig Triebold
ii. Passed: unanimous

E. 2013 Beck Hudson Report
a. SCALE 2013 audit is complete
b. Contract requires an updated report will be sent
i. Scheduled to be mailed around 08/2014

F. SCERS Strategic Planning
a. SCALE President and Goyette and Associates Legal Rep. attended the meeting on June 19th
b. SCERS wants to have more control over how they grow and conduct business
i. Hire a county employee to work in house
ii. Recruit more specialized employees
1. i.e. investment trained, legal pension attorney etc.

c. Within the provisions of the 1937 Act, SCERS would like to alter the relationship that it has with the County through the use of an MOU
    i. Increased responsibility for the SCERS Board with an increase in accountability

G. Investment Proposal
    a. SCALE President and Secretary met with Bill Lawver on April 23rd
    b. Request/discuss that SCALE combine our investments under one account and shift them into funds that are very similar to our current funds but would take advantage of the areas of the market that will produce growth during inflation.
        i. For example: Shift Cash/Bonds to Energy
    c. Bill can address the Board at the next meeting
        i. Board approval through a motion

H. SCALE membership dues need modification
    a. Dues are calculated at 1% of the top step in each class
        i. Dues notice to members regarding the increase
    b. It was discovered that some members have not been paying at the correct amount when changes occurred
        i. An audit will be done for classifications with discrepancies and refunds will be issued accordingly
    c. SCALE will notice the county to ensure that moving forward the correct amounts are deducted

Executive session

VII. Adjournment

Time: 2:07 pm
Motion: Leonard Thompson
Second: Heather Jeter
Passed: Unanimous

SCALE

SACRAMENTO COUNTY ALLIANCE OF LAW ENFORCEMENT

Board Meeting Agenda
Wednesday, August 6, 2014

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

I. Call to Order

II. Roll Call

III. Approval of Minutes from Last Meeting (July 2, 2014)

IV. Treasurer's Report

V. Old Business
   a) Movie Tickets-Monthly Drawing
   b) Newsletter
   c) PEPRA 2013 Update
   d) Class Study Dept. of Child Support Services
   e) Medical Trust LOU
   f) Investment Proposal/ Retirement of Bill Lawver

VI. New Business
   a) Attorney for SCALE
   b) Myers-Stevens LTD Policy
   c) Donation to Sacramento Wild Life Association
   d) Class Study-Park Rangers

VII. Executive Sessions

VIII. Adjournment

Sacramento County Alliance of Law Enforcement

Board Meeting Minutes
August 6, 2014

Board Members in Attendance

Marcus Kelln	Amy Jassel
Heather Jeter	Leonard Thompson
Craig Triebold	Jeremy Zerbe

Others

Clif Roberts	Bret Glover
Linda Riley	

I. The meeting was called to order at 12:09 pm. The meeting was held at the DCSS 3701 Power Inn Rd, Sacramento CA 95826.

II. Approval of minutes from July 2, 2014

a. Motion: Heather Jeter
b. Second: Marcus Kelln
c. Passed: unanimous

III. Treasurer's Report

Chase Accounts (07/31/2014)

General Fund 6222	$23,166.88
Legal Defense Fund 3904	$41,458.93
Savings Account 7915	$22,241.60
Wells Fargo Office Account	$61.71
Debit Card Account	$878.77
Total Accounts	**$87,807.89**

American Funds (07/31/2014)

Initial Investment	$15,000.00
Unrealized Gain/(Loss)	$24,757.32
Total American Funds	**$39,757.25**

Foothill Securities (07/31/2014)	
Initial Investment	$200,000.00
Unrealized Gain/(Loss)	$6,369.28
Total Foothill Securities	**$206,369.28**
Total Cash and Investments	**$333,934.49**

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

IV. Action Items

V. Old Business

A. Movie Tickets – Monthly Drawing
   a. August
      i. Kathy Barker – DA
      ii. Andre Binns – DA
B. Newsletter
   a. Work in progress
C. PEPRA 2013 Update
   a. County Labor Relations is going to provide SCALE a written opinion/justification that supports their interpretation/implementation of PEPRA.
   b. G&A labor rep. has polled 18 counties – none of them have interpreted movement from one classification to another within the same pension to make you a new member under PEPRA.
   c. Pensionable income for new members is more unclear.
D. Class Study Dept. of Child Support Services
   a. Department of Personnel Services sent out a request on July 23, 2014 for Position Description Questionnaires (PDQs) to be provided to the supervisors.
   b. Update from DCSS Reps.
E. Medical Trust LOU
   a. Plan on combining efforts with SCAPA and UPEC since they have similar language in their contracts.
F. Investment Proposal/ Retirement of Bill Lawver
   a. Presentation from investment representative Bret.
      i. Discussion and recommendations for moving/investing funds in other ways – prior account gaining at a low rate

ii. Suggestion to move away from mutual funds

b. Move away from investments sensitive to interest rates and move towards more tangible investments
   i. Bret will provide documentation of the suggestions made
   ii. Motion: Leonard
   iii. Second: Heather
   iv. Passed: Unanimous

VI. New Business

A. New SCALE Labor Representative
   a. Kim Gillingham
B. Myers-Stevens LTD Policy
   a. New policy in place for PORAC members that elected to get the coverage.
   b. Specific notification requirements with a signed declaration.
   c. President and office manager will coordinate to notify via e-mail with documents attached.
   d. Notice to be placed on union boards and documents posted on SCALE website.
C. Donation to Sacramento Wildlife Association
   a. E-mail proposal for $3000 donation.
      i. Discussion about the Wildlife Association
      ii. Motion to donate $500 to the Wildlife Association
         1. Motion: Amy
         2. Second: Marcus
         3. Passed: Unanimous
D. Class Study-Park Rangers
E. New Sacramento DA
   a. Meeting with new Sacramento County DA, Anne Marie Schubert September 2, 2014 to discuss community issues and outreach opportunities with SCALE.
   b. Opportunity for SCALE to offer suggestions on various topics concerning our membership.
   c. Meeting to build rapport, discuss community issues and outreach opportunities
F. Ventura County Sustainable Retirement System Pension Reform Initiative
   a. Ballot measure to convert current pension to 401(k) for new employees sponsored by Mayor Reed and tax payer groups.
   b. Superior Court Judge ruled the ballot measure unconstitutional.

c. Legislation that created 1937 Act pensions cannot be altered via the ballot initiative process. Must work with the legislature to reform.
d. Appeal is likely.

G. SCERS Pension Calculations
a. www.retirement.saccounty.net
b. Actuarial Information
c. Fiscal Year 2014-2015 - Sacramento County and Elected Officials
i. Summary
ii. Detailed

Executive session

VII. Adjournment

Time: 2:38 pm
Motion: Heather Jeter
Second: Amy Jassel
Passed: Unanimous

SCALE

SACRAMENTO COUNTY ALLIANCE OF LAW ENFORCEMENT

Board Meeting Agenda
Wednesday, September 3, 2014

SCALE Office
2366 Gold Meadow Way
Gold River, CA 95670
4 PM

I. Call to Order

II. Roll Call

III. Approval of Minutes from Last Meeting (Aug. 6, 2014)

IV. Treasurer's Report

V. Old Business
   a) Movie Tickets-Monthly Drawing
   b) Newsletter
   c) PEPRA 2013 Update
   d) Class Study - Dept. of Child Support Services
   e) Class Study - Park Rangers

VI. New Business
   a) Open Nominations – Supervisors, District Attorney, Welfare Fraud, Coroners, and Dept. of Child Support Services
   b) Release of Officer Information
   c) William & Olds – 2013 Audit
   d) Ann Marie Schubert Meeting
   e) Joint Labor Management Meeting – Medical Benefits
   f) General Members December Meeting- Proposed Location & Time Change

VII. Executive Sessions

VIII. Adjournment

Sacramento County Alliance of Law Enforcement

Board Meeting Minutes
September 3, 2014

Board Members in Attendance

Tim McElheney
Craig Triebold
Heather Jeter
Amy Jassel
Jeremy Zerbe

Others
Linda Riley
Kim Gillingham

I. The meeting was called to order at 4:20 pm. The meeting was held at the 2366 Gold Meadow Way, Gold River CA 95670.

II. Approval of minutes from August 6, 2014

a. Passed until next meeting

III. Treasurer's Report as of 08/31/2014

Chase Accounts		
General Fund 6222		$22,887.31
Legal Defense Fund 3904		$41,462.21
Savings Account 7915		$26,243.39
Wells Fargo Office Account		$434.47
Debit Card Account		$821.79
	Total Accounts	**$91,849.17**
American Funds	Initial investment	$15,000.00
Foothill Securities	Initial Investment	$200,000.00
Unrealized Gain/(Loss)		$30,943.46
	Total Ameraprise Investment	**$245,943.46**

Total Cash and Investments $337,792.93

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

IV. Action Items

V. Old Business

A. Movie Tickets – Monthly Drawing
    a. September 2014
        i. Becca Lopez – DCSS
        ii. Elizabeth Machado – DCSS
B. Newsletter
    a. Rehash key points, scholar ship winners, movie ticket winners PEPRA and other noteworthy events
C. PEPRA 2013 Update
    a. SCERS rolled on one issue regarding reciprocity of member that changed positions or promoted to misc/safety
    b. They are still not providing information on what is pensionable and what is not.
        i. Letter sent 8/21/2014
            1. No response from the county yet
D. Class Study Dept. of Child Support Services
    a. Meetings held at DCSS to provide support for PDQ completion.
        i. Joint effort by DCSS, SCALE and DPS
    b. Meet/confer once study is completed
E. Class Study Park Rangers
    a. Temporarily on hold due to staffing at DPS
    b. Kim to send an inquiry to DPS regarding the study
    c. Park Rangers have no comparable class, which is the reason the study needs to be done

VI. New Business

A. Open Nominations – Supervisors, DA, Welfare Fraud, Coroners and DCSS
   a. Meeting at DCSS 09/16/2014 for final Nomination submissions
B. Release of officer Information
   a. This is public record, info can be released
      i. Unless there is a threat of violence
      ii. Establish police for protection
   b. Kim to gather more information
   c. Proactively draft a protection policy to protect those members that may be involved in an incident
C. William & Olds 2013 audit
   a. Rep will attend the next meeting 10/2014
D. Mtg w/ Ann Marie Schubert – New DA elect
   a. Discussed community / outreach
   b. Opportunity to become acclimated to departments
   c. SCALE discussed concerns and commitment to improve relations with SCALE
   d. Requested assistance with filling DA board member position
E. Joint Labor Management Meeting – Medical benefits
   a. Proactive discussions to provide options in the competitive market.
      i. Expanding discussions and having them earlier on in the year
   b. Does not appear to be any changes for another year
   c. Tier models discussed
F. General Members December Board Meeting
   a. Proposed to change meeting location and time in the attempt to increase attendance.
      i. Meeting will be held at 12pn on December 3rd @ DCSS 3701 Power Inn Rd, Sacramento, CA 95826
      ii. Heather to schedule Shasta/Sierra @ DCSS

Executive session

VII. Adjournment

Time: 6:43 pm
Motion: Heather Jeter
Second: Tim McElheney
Passed: Unanimous

SACRAMENTO COUNTY ALLIANCE OF LAW ENFORCEMENT

General Membership Meeting Agenda
Wednesday, September 3, 2014

SCALE Office
2366 Gold Meadow Way
Gold River, CA 95670
6 PM

I. Call to Order

II. Roll Call

III. Approval of Minutes from Last Meeting (June 4, 2014)

IV. Treasurer's Report

V. Old Business

a) None

VI. New Business

a) Open Nominations for Supervisors, District Attorney, Welfare Fraud, Coroner, and Dept. of Child Support Services

b) Medical Trust –LOU

c) LOU Pay Increase for IA and Process Servers

d) General Members Meeting Time and Location Change for December

VII. Adjournment

Sacramento County Alliance of Law Enforcement

General Membership Meeting Minutes
September 3, 2014

Board Members In Attendance

Others

I. The meeting was called to order :

No quorum; therefore no business meeting was held.

III. Treasurer's Report

IV. Old Business
V. New Business
VI. Adjournment

SCALE

SACRAMENTO COUNTY ALLIANCE OF LAW ENFORCEMENT

Board Meeting Agenda
Wednesday, October 1, 2014

Effie Yeaw Nature Center
Ancil Hoffman Park-2850 Lorenzo Way
Carmichael, CA 95608
12 PM

I. Call to Order

II. Roll Call

III. Approval of Minutes from Last Meeting (Aug. 6, 2014 & Sept. 3, 2014)

IV. Treasurer's Report

V. Old Business
   a) Movie Tickets-Monthly Drawing
   b) Newsletter
   c) PEPRA 2013 Update
   d) Class Study - Dept. of Child Support Services
   e) Class Study - Park Rangers
   f) Elections-Dept. of Child Support Services
   g) Announcing Representatives for 2015-2016 from Coroners, Welfare Fraud, Supervisors
   h) Joint Labor Management Meeting-Medical Benefits Update
   i) December General Members Meeting-Update
   j) Release of Officer Information

VI. New Business

   a) William & Olds – 2013 Audit
   b) DA- Elect Anne Marie Schubert's -First Annual Autumn Gala for Public Safety
   c) Family Night Out/Holiday Party

VII. Executive Sessions

VIII. Adjournment

Sacramento County Alliance of Law Enforcement

Board Meeting Minutes
October 1, 2014

Board Members In Attendance

Jeremy Zerbe	Heather Jeter	Linda Riley
Tim McElheney	Gail Pilas	Kevin Baker
Craig Triebold		

I. The meeting was called to order at 1235 hours. The meeting was held at the Effie Yaw Nature Center at Ancil Hoffman Park, 2850 Lorenzo Way, Carmichael, CA 95608.

II. Roll Call

III. Approval of minutes from August 6, 2014 and September 3, 2014.
Motion: Heather Jeter
Second: Tim McElheney
Passed: Unanimous (Gail abstained)

IV. Treasurer's Report

Accounts (9/30/14)

General Fund 6222	40,071.32
Legal Defense Fund 3903	41,165.83
Savings 7915	26,244.68
Wells Fargo Office Acct.	297.18
Debit Card Acct.	764.81
Total	**108,543.82**

Ameriprise Account (9/30/14)

Foothill Securities Initial Investment	200,000.00
American Funds Initial Investment	15,000.00
Total Initial Principal	215,000.00
Ameriprise Initial Investment	239,651.36
Gain/Loss	24,651.36
Total Ameriprise Funds	**239,651.36**
Total Cash and Investments	**348,195.18**

Motion: Heather Jeter
Second: Gail Pilas
Passed: Unanimous (Gail abstained)

V. Old Business

A. Movie Tickets
   a. Ryan Nickel (Crime Lab)
   b. Amanda Simmons (DCSS)

B. Newsletter
   a. In progress

C. PEPRA 2013 Update
   a. County previously rolled on our 1st issue (move from miscellaneous to safety does not make one a new employee)
   b. 2nd issue still to be addressed (pensionable income for new employees)
      i. Kim is trying to get written justification regarding SCERS position on what constitutes pensionable income
      ii. Kim contacted Sheriff and Probation to discuss combining efforts to pressure SCERS to change their position/interpretation on pensionable income issue

D. Class Study - DCSS
   a. No updates yet

E. Class Study – Park Rangers
   a. Put off until 2015

F. Elections – DCSS (Amy's position)
   a. 2 nominees
      i. Amy
      ii. Clifton
   b. Amy hadn't provided candidate statement as of time of meeting
   c. Ballots to be sent out on day of Board meeting (10/1/14)
   d. Election committee
      i. Gail, Leonard, Jeremy (Kevin will fill in if needed)
      ii. Meet on 10/15/14 to count ballots and announce winner
      iii. 11am @ DHA Office (3075 Prospect Park)
      iv. Jeremy will notify candidates after ballots counted

G. Announcing Representatives for 2015-2016
   a. Marcus, Leonard, and Heather will continue in their positions

Motion: Tim McElheney
Second: Gail Pilas
Passed: Unanimous

H. Joint Labor Management Meeting – Medical Benefits Update
   a. Open enrollment packages received

I. December General Members Meeting – Update
   a. Meeting at DCSS @ noon (12/3)
   b. General membership meeting will be held first

J. Release of Officer Information
   a. Need to develop policy for SCALE
   b. No updates from Kim as of yet
      i. She is going to see what other associations are doing

VI. New Business

A. William & Olds – 2013 Audit (topic taken out of order – was discussed prior to old business)
   a. Overall audit went well
   b. No major issues
   c. 6 adjustments were made
   d. 1 recommendation
      i. QuickBooks training for Linda and/or Barbara

Motion made to spend up to $200 for Linda to receive QuickBooks training from William & Olds:

Motion: Gail Pilas
Second: Tim McElheney
Passed: Unanimous

B. Anne Marie Schubert's Inaugural Gala for Public Safety
   a. Jeremy attended as SCALE representative

C. Family Night Out/Holiday Party
   a. Discussed ideas/options for SCALE holiday party
      i. Go-Kart racing, bowling, zoo, etc
   b. Gail mentioned that DHA building is available for free for non-profit organizations
   c. Ultimately agreed to skip holiday party for now
      i. Too rushed, not enough time to plan appropriately

d. Will plan to do "Family Fun Event" next year sometime (mid-year)
e. Can do a Survey Monkey to membership to get input on event ideas
f. Holiday gift cards discussed
    i. Motion to give $10 Starbucks card and $10 See's card.

Motion: Heather Jeter
Second: Kevin Baker
Passed: Unanimous

D. Jan Scully Retirement Party – Family Justice Center
    a. Jeremy will meet with Jan in October to discuss

VII. Executive session

VIII. Adjournment

Time: 1437
Motion: Heather Jeter
Second: Tim McElheney
Passed: Unanimous

SACRAMENTO COUNTY ALLIANCE OF LAW ENFORCEMENT

Board Meeting Agenda
Wednesday, November 5, 2014

Crime Lab
4800 Broadway
Sacramento, CA 95820
12 PM

Call to Order

I. Roll Call

II. Approval of Minutes from Last Meeting (October 1, 2014)

III. Treasurer's Report

IV. Old Business
   a) Movie Tickets-Monthly Drawing
   b) Newsletter
   c) PEPRA 2013 Update
   d) Elections-Dept. of Child Support Services
   e) Release of Officer Information
   f) William & Olds- Office Training
   g) Family Night Out/Holiday Party Survey
   h) Member Appreciation Holiday Gift Cards

V. New Business
   a) Website – Contact Information
   b) Proposed Election Changes
   c) Jan Scully Retirement and Family Justice Center Sponsorship
   d) Anne Marie Schubert - Thank You
   e) SCALE Outreach - "Take A Break With SCALE"
   f) LOU – Investigative Assistant / Process Server Wage Reopener
   g) Donation for Fallen Officers -Danny Oliver & Michael Davis Jr.
   h) Native American Caucus Donation
   i) Nonprofit Status Review

VI. Executive Sessions

VII. Adjournment

Sacramento County Alliance of Law Enforcement

Board Meeting Minutes
November 5, 2014

Board Members In Attendance

Jeremy Zerbe	Heather Jeter	Linda Riley
Tim McElheney	Leonard Thompson	Kevin Baker
Craig Triebold	Marcus Kelln	Kim Gillingham

Amy Jassel joined after discussion of DCSS election.

I. The meeting was called to order at 1211 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 October 1, 2014.
Motion: Tim McElheney
Second: Leonard Thompson
Passed: Unanimous

IV. Treasurer's Report

Accounts (10/31/14)

General Fund 6222	33,074.16
Legal Defense Fund 3903	41,169.83
Savings 7915	26,247.90
Wells Fargo Office Acct.	131.34
Debit Card Acct.	649.23
Total	**101,272.46**

Ameriprise Account (10/31/14)

Foothill Securities Initial Investment	200,000.00
American Funds Initial Investment	15,000.00
Total Initial Principal	215,000.00
Ameriprise Initial Investment	243,108.43
Gain/Loss	28,108.43

Total Ameriprise Funds	**243,108.43**
Total Cash and Investments	**344,380.89**

Motion: Tim McElheney
Second: Heather Jeter
Passed: Unanimous

<u>NOTE</u>: Following the meeting, a minor error was noted in the ending balance of "Legal Defense Fund 3903." The correct balance should have read "$41,169.34." This would give a correct balance under "Accounts (10/31/14)" of "$101,271.97" and a correct "Total Cash and Investments" balance of "$344,380.40". These corrections will be made and approved at the December Board meeting.

V. Old Business

A. Movie Tickets
   a. Karen Grunert (DCSS)
   b. Karen Buckman (DCSS)

B. Newsletter
   a. In progress

C. PEPRA 2013 Update
   a. County previously rolled on our 1st issue (move from miscellaneous to safety does not make one a new employee)
   b. 2nd issue still to be addressed (pensionable income for new employees)
      i. Kim is still trying to get justification regarding SCERS position on what constitutes pensionable income
      ii. Matt Connelly directed Kim to discuss matter directly with SCERS
      iii. Kim contacted Sheriff and Probation to discuss combining efforts to pressure SCERS to change their position/interpretation on pensionable income issue
         1. DSA and Probation share SCALE's concerns
      iv. There will be a joint meeting with SCERS, SCALE, DSA, and Probation
         1. Date not yet determined

D. Elections – DCSS (Topic taken out of order – Discussed first – Amy recused herself from the discussion and Clif Roberts was excluded from meeting until discussion was completed)
   a. Jeremy presented election committee report regarding protests over election process

b. Board discussed topic
c. Motion made to accept election results and draft a letter of explanation to membership

Motion: Marcus Kelln
Second: Kevin Baker
Passed: Unanimous

E. Release of Officer Information
   a. Kim checked with other agencies to see what they are doing
      i. No one is changing their policies
   b. Kim contacted Matt Connelly to get in touch with City Attorney
      i. No response from City Attorney yet
   c. Kim doubts County will change existing policy of releasing officer information

F. William & Olds training for Linda
   a. To be held on 11/18/14

G. Family Night Out/Holiday Party Survey
   a. Example templates passed around
   b. To be considered and discussed at next meeting

H. Member Appreciation Holiday Gift Cards
   a. Already approved (last meeting)
   b. Will be in-hand well in advance of holidays

VI. New Business

A. Website – Contact Info
   a. A SCALE member had expressed concern about member contact information being stolen
      i. No evidence of this being true
   b. Idea of replacing Board county email addresses with generic email addresses on website discussed
      i. Example: DCSSRep@scale.org
      ii. Would add a layer of security/privacy
      iii. Generic email would be linked & forwarded to Board member's county email address
      iv. Easy to transition when new Board members are elected

B. Proposed Election Changes

a. Some ideas about improving the election process were discussed
    i. Electronic balloting?
    ii. Longer time frames for voting?
b. Board members are to review Bylaws (specifically relating to election processes) and come up with suggested revisions by the December Board meeting
    i. Send suggestions to 3 person committee
        1. Heather, Amy, Clif

C. Jan Scully Retirement/Family Justice Center Sponsorship
    a. Information distributed to Board members for review
    b. Sponsorship discussed
        i. Motion to donate $1000

Motion: Marcus Kelln
Second: Kevin Baker
Passed: 5 – Yes, 1 – No, 1 – Abstain

D. Anne Marie Schubert – Thank You
    a. She thanked SCALE for attending her Gala event

E. SCALE Outreach – "Take a Break With SCALE"
    a. Board discussed idea of having Jeremy and Kim go to each office on some sort of regular schedule
        i. Bring cookies and drinks
        ii. Social gathering opportunity
        iii. Be available to discuss member ideas/concerns
    b. Reps will determine if these events would work at their locations and if so, try to find dates to do them

F. LOU – Investigative Assistant/Process Server Wage Reopener
    a. Start letting affected class members know that this will be coming up
    b. Maybe hold an introductory meeting about it in December

G. Donation for Fallen Officers – Danny Oliver and Michael Davis Jr.
    a. Discussed idea of contributing to their memorial funds
    b. Board agreed this is a unique situation and important to show our support
    c. Motion to contribute $1000 to each officer's memorial fund

Motion: Craig Triebold
Second: Heather Jeter
Passed: Unanimous

d. Board reviewed SCALE letter that Jeremy drafted regarding their memorial funds
    i. Letter is good, couple of grammatical corrections noted

H. Native American Caucus Donation
    a. Board discussed purchasing tickets to the event
    b. Due to short timeframe prior to event, tickets to be given out to members on a first come-first served basis
    c. Motion to purchase 10 tickets @ $15/each (total donation = $150)

Motion: Amy Jassel
Second: Heather Jeter
Passed: Unanimous

I. Nonprofit Status Review
    a. A member had expressed concern that SCALE's account balances could threaten our status as a non-profit organization
    b. Jeremy evaluated this by conducting some limited online research and determined that there was no legitimate concern, as far as he could tell
    c. Leonard discussed topic with SCALE tax advisor
        i. As long as our funds come from member dues, not from various other sources, then non-profit status is secure
        ii. Account balances are not the determining factor

VII. Executive session

VIII. Adjournment

Time: 1503
Motion: Tim McElheney
Second: Amy Jassel
Passed: Unanimous

SCALE

SACRAMENTO COUNTY ALLIANCE OF LAW ENFORCEMENT

Board Meeting Agenda
Wednesday, December 3, 2014

DCSS
3701 Power Inn Rd.
Sacramento, CA 95826
1PM

Call to Order

I. Roll Call

II. Approval of Minutes from Last Meeting (November 5, 2014)

III. Treasurer's Report

IV. Old Business
   a. Movie Tickets-Monthly Drawing
   b. Newsletter
   c. PEPRA 2013 Update
   d. Release of Officer Information
   e. Family Night Out/Holiday Party - Survey
   f. Holiday Gift Cards/See's Candy Certificates
   g. Proposed Election Changes – Amendments of SCALE Bylaws
   h. Jan Scully Retirement and Family Justice Center Sponsorship
   i. SCALE Outreach - "Take A Break With SCALE"
   j. IA's and Process Servers – Wage Reopener LOU

V. New Business

   a) William & Olds Audit/Taxes

VI. Executive Sessions

VII. Adjournment

Sacramento County Alliance of Law Enforcement

Board Meeting Minutes
December 3, 2014

Board Members in Attendance

Gail Pilas	Kim Gillingham
Tim McElheney	Leonard Thompson
Craig Triebold	Jeremy Zerbe
Linda Riley	Amy Jassel
Heather Jeter	

Others

Clif Roberts

I. The meeting was called to order at 1:10 pm. The meeting was held at the 3701 Power Inn Rd, Sacramento CA 95826.

II. Approval of minutes from November 5, 2014

a. Motion: Tim
b. Second: Heather
c. Passed: Unamious

III. Treasurer's Report as of 08/31/2014

Chase Accounts

General Fund 6222	$14,248.83
Legal Defense Fund 3904	$46,062.80
Savings Account 7915	$26,249.91
Wells Fargo Office Account	$475.81
Debit Card Account	$572.25
Total Accounts	**$87,609.60**

American Funds	Initial investment	$15,000.00
Foothill Securities	Initial Investment	$200,000.00

Unrealized Gain/(Loss)	$30,721.89

Total Ameraprise Investment $245,721.89

Total Cash and Investments $349,877.41

a. Motion: Heather Jeter
b. Second: Tim McElheney
c. Passed: unanimous

IV. Action Items

V. Old Business

A. Movie Tickets – Monthly Drawing
   a. December 2014
      i. Terri Tagatac – DCSS
      ii. Joyce Thorgrimsom - DA
B. Newsletter
   a. Rehash key points, scholar ship winners, movie ticket winners PEPRA and other noteworthy events
   b. Would like to produce quarterly
C. PEPRA 2013 Update
   a. Waiting to hear back regarding what is included for compensation
      i. Richard Stensrud CEO of SCERS - contact
D. Release of Officer
   a. Waiting for contact by 1/20/2015
E. Family night out / holiday party - Survey
   a. A survey to see what the members would prefer
   b. Review the draft
   c. Submit ideas or changes by 1/20/2015
F. Holiday Gift Cards / See's Candy Certificates
   a. Linda will deliver to the reps
G. Proposed Election Changes – Amendments of SCALE Bylaws
   a. Review sections of the bylaws a few at a time
   b. Start revision in January so that proposals can be submitted for a vote at the March member meeting; if there is no quorum – vote will be mailed out
H. Jan Scully Retirement and Family Justice Center Sponsorship
   a. Tickets to the benefit

I. SCALE Outreach – "Take a Break With Scale"
   a. Set up meetings at each location and invite members to join for refreshments and conversation
   b. Meet/greet opportunity with Jeremy and Kim
J. IA's and Process Servers – Wage Reopener LOU
   a. Jeremy set out a letter
   b. Opportunity to discuss/compare

VI. New Business

A. William & Olds Audit/Taxes
   a. Training provided to Linda
   b. They are a continued resource for audits and taxes, we would like them to handle both the audits and taxes
      i. Audits and taxes are handled and performed in different divisions in their office
      ii. There is no worry of conflict of interest
         1. MOTION by Tim McElheney - to have William & Olds perform both the audits and taxes for SCALE.
         2. SECOND: Leonard Thompson
         3. PASSED: unanimous
B. Movie Tickets
   a. MOTION by Heather Jeter – to continue the monthly movie ticket drawing
   b. SECOND: Amy Jassel
   c. PASSED: unanimous
C. PORAC reduction in dues
   a. There will be a reduction in dues from PORAC that will be mailed to members
      i. The reduction is for 3 months and then dues will continue at the regular rate
D. Treasurer Internet Offset
   a. The current subsidy for an internet service provider is $25
      i. Ensures the treasurer has access to internet for SCALE business
   b. Internet service costs have increased
      i. MOTION by Tim McElheney – to increase the Treasurer Internet Offset to $50 each month.
      ii. SECOND: Gail Pilas
      iii. PASSED: Unanimous

Executive session

VII. Adjournment

Time: 3:21 pm
Motion: Tim McElheney
Second: Leonard Thompson
Passed: Unanimous

SCALE

SACRAMENTO COUNTY ALLIANCE OF LAW ENFORCEMENT

General Membership Meeting Agenda
Wednesday, December 3, 2014

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

I. Call to Order

II. Roll Call

III. Approval of Minutes from Last Meeting (September 3, 2014)

IV. Treasurer's Report

V. Old Business

a) None

VI. New Business

a. Proposed Election Changes – Amendments of SCALE Bylaws
b. Holiday Gift Cards/See's Candy Certificates
c. Family Night Out/Holiday Party - Survey
d. SCALE Outreach - "Take A Break With SCALE"
e. PEPRA 2013 Update
f. Medical Trust LOU
g. IA's and Process Servers – Wage Reopener LOU

VII. Adjournment

Sacramento County Alliance of Law Enforcement

General Membership Meeting Minutes
December 3, 2014

Board Members in Attendance

Gail Pilas	Kim Gillingham
Tim McElheney	Leonard Thompson
Craig Triebold	Jeremy Zerbe
Linda Riley	Amy Jassel
Heather Jeter	

Others

Clif Roberts	Debra Wolley	Teena Bruzzone
Linda Daniel	Debra Bethell	Allison Neumann
Diane Saetern	Alix Haik Bruno	Kristy Craig
Makeba Black	Mary Gutterez	Brian Llanos
Sharlene Baker	Doniell Cummings	June La

I. The meeting was called to order at 12:15 pm. The meeting was held at the 3701 Power Inn Rd, Sacramento CA 95826.

II. Approval of minutes from September 3, 2014 – there were none

III. Treasurer's Report - NONE

IV. Action Items – NONE

V. Old Business

A. NONE

VI. New Business

A. Proposed Election Changes – Amendments of SCALE Bylaws
   a. Review the bylaws and look for ways to allow voting to be more modern

        i. Online balloting or voting
        ii. Bylaws would need to be changed or rewritten to include a new way of voting

B. Holiday Gift Cards / See's Candy Certificates
    a. Survey monkey to gather ideas/input from SCALE members on what they are interested or how to spend funds on members
    b. Expect the survey in 2015

C. Family Night Out / Holiday Party - Survey
    a. Ideas for a party, gift cards, etc.
    b. Any member can submit ideas to the board and they will be considered and voted on

D. SCALE Outreach – "Take a Break with SCALE"
    a. Brown bag lunches
    b. Electronic communication
    c. Post in union boards, website, emails
    d. Face to face regular contact

E. PEPRA
    a. Impacts from legislation
    b. Moving from MISC to Safety
    c. Lost rights
    d. Outcome of SCALE's inquiry
    e. Reasonable compensation

F. Medical Trust LOU
    a. How to claim from the medical trust
    b. No medical of choice, must have COBRA
        i. It was determined that this was bad information. Any former employee can use funds from the medical trust by submitting a claim
    c. You can view the balance of your medical trust on the ICMA statement
    d. Jeremy stated he would send an inquiry to clarify the information and process

G. IA's and Process Servers – Wage Reopener LOU
    a. Discussion on why this is for IA's and process servers only

VII. Adjournment

Time: 1:15 pm
Motion: Gail Pilas
Second: Leonard Thompson
Passed: Unanimous