



SCALE

SACRAMENTO COUNTY ALLIANCE OF LAW ENFORCEMENT

***Board Meeting Agenda
Wednesday, January 3, 2018***

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

Call to Order

- I. Roll Call
- II. Approval of Minutes from Last Meeting (December 6, 2017)
- III. Treasurer's Report
- IV. Old Business
 - a. Movie Tickets-Monthly Drawing
 - b. Joint Labor Management Meeting
 - c. Negotiations - Update
 - d. SCALE Facebook
 - e. New Board Officers
- V. New Business
 - a. Mary Zenor Scholarship Committee
 - b. Move Ticket Member Appreciation Award
 - c. "Take A Break" 2018
 - d. SCALE Holiday Party Support – Feedback
 - e. Unit 031 – DA Criminal Investigator and Park Ranger Unit Modifications
- VI. Executive Session
- VII. Adjournment



Sacramento County Alliance of Law Enforcement

Board Meeting Minutes January 3, 2018

Board Members In Attendance

Jeremy Zerbe	Joe Wagstaff	Leonard Thompson
Jonathan Charron	Jesse Juarez	Marcus Kelln
Jeremy Pollard	Doniell Cummings	Tanisha Cunningham

Others In Attendance

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

- I.** The meeting was called to order at 1224 hours. The meeting was held at the SCALE Office, 2366 Gold Meadow Way, Gold River, CA 95670.
- II.** Roll Call
- III.** Approval of minutes from December 6th, 2017.
 - a. Motion: Marcus Kelln
 - b. Second: Jesse Juarez
 - c. Passed: Unanimous

IV. Treasurer's Report

Accounts (12/31/17)

General Fund 6222	157,874.98
Legal Defense Fund 3903	61,710.10
PAC Fund 3911	19,648.82
Savings 7915	26,296.44
Wells Fargo Office Acct.	761.18
Debit Card Acct.	1,349.31
Total	267,640.83

Ameriprise Account (12/31/17)

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

Ameriprise Initial Investment	244,209.42
Gain/Loss	8,023.10
less fees charged while in cash account	(624.84)
Total Ameriprise Funds	252,232.52

Total Cash and Investments	519,248.52
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Motion: Joe Wagstaff
 Second: Marcus Kelln
 Passed: Unanimous

V. Old Business**A. Movie Tickets**

a. Jeremy Zerbe wanted to discuss the possibility of doubling the amount spent on the movie tickets from \$430 per year to \$860 per year. This increase would be used to award 4 sets of tickets per month for the membership. Marcus Kelln made a motion to double the amount spent on movie tickets for the membership from \$430 to \$860.

Motion: Marcus Kelln
 Second: Tanisha Cunningham
 Passed: Unanimous

January Winners:

Janelle Bright-DCSS
 Jackie Clarke- DCSS
 Darryl Gould – PD
 Karen Grunert- DCSS

B. Joint Labor Management (JLM) Meeting - Update

a. Next meeting not scheduled yet.

C. Negotiations - Update

- a. Several meetings have been canceled through the holidays.

D. SCALE Facebook

- a. No updates.

E. New Board Officers

- a. Jesse Juarez is now the Board Representative for the Public Defender Office
- b. Jonathan Charron is now the Board Representative for the Crime Lab and is also taking over the Board Secretary position.

VI. New Business

A. Former Board member Jeter

- a. Jeter lost her son and the board voted through email to give her \$1000 to assist with funeral costs.

B. Mary Zenor Scholarship Committee

- a. Two awards will be given.
- b. Tanisha Cunningham, Jesse Juarez, and Jonathan Charron volunteered to be on the scholarship committee

C. Movie Ticket Member Appreciation Award

- a. Addressed in Old Business

D. "Take a Break" 2018

- a. If your unit is interested in having a "Take a Break" session, inform Jeremy Zerbe to set up a date and time.

E. SCALE Holiday Party Support – Feedback

- a. Overall feedback was good. Some units have an event planned for the future for the use of the funds.

F. Unit 031 – DA Criminal Investigator and Park Ranger Unit Modification

- a. There was a discussion regarding the movement by the Park Rangers to leave SCALE.

VII. Executive Session

- A.** The executive session ran from 1450 to 1530.
 - a. Motion: Jesse Juarez
 - b. Second: Marcus Kelln
 - c. Passed: Unanimous (Doniell Cummings not present)

VIII. Unit 031 – Unit Modification continued

- A.** The board left Executive Session to enter the following into the minutes. The members of the Executive Board were the only ones present for the motion and vote.
 - a. The Board discussed what response to make regarding this movement.
 - b. Prior to a vote, a discussion was held regarding the pros and cons of taking a position.
 - c. Motion by Joe Wagstaff, second by Leonard Thompson to oppose unit modification petition by the Park Ranger Classification to reassignment to the DSA. SCALE is committed to additional improvements to the terms and conditions of employment for the classification which include classification specification amendments, LDF coverage and salary increases over the past 2 years.
 - d. Call for the Vote:
 - i. In Favor – Unanimous (Jeremy Pollard abstained)
 - ii. Not Present- Doniell Cummings

IX. Adjournment

Time: 1539

Motion: Marcus Kelln

Second: Jesse Juarez

Passed: Unanimous (Doniell Cummings not present)



SCALE

SACRAMENTO COUNTY ALLIANCE OF LAW ENFORCEMENT

***Board Meeting Agenda
Wednesday, February 7, 2018***

***American River Parkway Foundation
Conference Room
5700 Arden Way
Carmichael, CA 95608
12PM***

Call to Order

- I. Roll Call
- II. Approval of Minutes from Last Meeting (January 3, 2017)
- III. Treasurer's Report
- IV. Old Business
 - a. Movie Tickets-Monthly Drawing
 - b. Joint Labor Management Meeting
 - c. Negotiations - Update
 - d. SCALE Facebook
 - e. Mary Zenor Scholarship Committee
 - f. Take A Break" 2018
 - g. Unit 031 – Park Ranger Unit Modification
- V. New Business
 - a. Special Election- DHA
 - b. Board Training
 - c. Treasurer Position
 - d. SDI- Unit 031
- VI. Executive Session
- VII. Adjournment



Sacramento County Alliance of Law Enforcement

Board Meeting Minutes February 7, 2018

Board Members In Attendance

Jeremy Zerbe	Jonathan Charron	Jesse Juarez
Jeremy Pollard	Doniell Cummings	Tanisha Cunningham
Joe Wagstaff	Marcus Kelln	

Others In Attendance

Linda Riley	Erin Dervin	Mark Salvo
Dan Burke	(Mastagni)	(Mastagni)
Rafael Ruano	Ross Smillie	Kim Gillingham

- I.** The meeting was called to order at 1211 hours. The meeting was held at the American River Parkway Foundation Conference Room, 5700 Arden Way, Carmichael, CA 95608.
- II.** Roll Call
- III.** Approval of minutes from January 3rd, 2018.
 - a. Motion: Jeremy Pollard
 - b. Second: Jesse Juarez
 - c. Passed: Unanimous

IV. Treasurer's Report

Accounts (1/31/18)

General Fund 6222	134,500.07
Legal Defense Fund 3903	75,459.42
PAC Fund 3911	23,738.45
Savings 7915	26,297.62
Wells Fargo Office Acct.	201.49
Debit Card Acct.	1,217.34

Total	261,414.39
<u>Ameriprise Account (12/31/17)</u>	
Foothill Securities Initial Investment	200,000.00
American Funds Initial Investment	15,000.00
Total Initial Principal	215,000.00
 Ameriprise Initial Investment	 244,209.42
Gain/Loss	8,023.10
less fees charged while in cash account	(624.84)
Total Ameriprise Funds	252,232.52
 <u>Fidelity (1/31/18)</u> (beginning balance)	 252,232.52
 Total Cash and Investments	 513,646.91

The funds for Ameriprise (Foothill and American) have been transferred to the Fidelity account.

Motion: Doniell Cummings
 Second: Tanisha Cunningham
 Passed: Unanimous

V. Old Business

A. Movie Tickets

- a. Four numbers were drawn for the February winners.

February Winners:

Cory Stewart-Parks
 Rita Perez- DCSS
 Elizabeth Machado – DCSS
 Iris Chavez- DCSS

B. Joint Labor Management (JLM) Meeting – Update

- a. A movement away from the County has been discussed during this meeting. A discussion on future health care models are planned on being discussed at a future meeting.

C. Negotiations - Update

- a. An offer has been put on the table with a financial component.

b. The next meeting is 2/8/18.

D. SCALE Facebook

a. No updates.

E. Mary Zenor Scholarship Committee

a. A decision from the committee will be made on the essay topics and submitted for distribution by the end of February.

F. "Take a Break" 2018

a. If you would like to schedule a "Take a Break" for your unit, contact Jeremy with dates that would work for your unit.

G. Unit 031 Modification

a. A meeting has been scheduled with the Park Rangers on February 14th, 2018 to field questions and concerns.

b. A response letter was provided to Unit 031 by the DSA regarding their modification.

c. SCALE still proudly represents Unit 031 and will continue to do so fully until or if a modification occurs.

VI. New Business

A. Special Election

a. A special election to fill the DHA seat closes on February 14th, 2018.

B. Treasurer position

a. With the former Treasurer having retired, there is a need to fill the position.

b. The position will be filled at the next board meeting 3/7/18.

C. Board Training

a. A question was raised regarding training for the board.

b. 20-30 minute trainings will be developed and delivered to the board on various topics.

c. If there is a topic that you would like to be discussed, contact Mark Salvo or Kim Gillingham.

D. SDI – Unit 031

a. Unit 031 does not currently pay into SDI. As a group, they can decide to opt-in at a future date.

b. Currently negotiating for a change in the coverage for this unit to have 4850 like benefits to reflect the hazards this Unit encounters.

E. 19th Annual Public Safety & Community Appreciation Luncheon

- a. The board has previously purchased a table of 10 for this event. This sponsorship will cost \$450.
- b. A motion was made to purchase a table.
- c. Motion: Jeremy Pollard
- d. Second: Tanisha Cunningham
- e. Passed: Unanimous

F. LRIS seminars

- a. A discussion was had regarding the opportunities for the Board to attend training regarding union matters. An LRIS seminar regarding the rights of police officers is coming up in a few months.

G. 25th Anniversary of SCALE

- a. A discussion was had to encourage the Board to begin to think of ideas to celebrate and commemorate the 25th anniversary of SCALE.

H. SPOA 2018 Retirement Dinner & Ceremony

- a. A discussion was had if there was any interest in purchasing tickets for this event.

I. African American Caucus Luncheon

- a. A discussion was had about purchasing 10 tickets at a total of \$250 for this event.
- b. There was a motion to purchase 10 tickets for this event.
- c. Motion: Jeremy Pollard
- d. Second: Tanisha Cunningham
- e. Passed: Unanimous

VII. Executive Session

A. The executive session began at 1322.

- a. Motion: Doniell Cummings
- b. Second: Tanisha Cunningham
- c. Passed: Unanimous

VIII. Adjournment

Time: 1338

Motion: Jesse Juarez

Second: Tanisha Cunningham

Passed: Unanimous



SCALE

SACRAMENTO COUNTY ALLIANCE OF LAW ENFORCEMENT

***Board Meeting Agenda
Wednesday, March 7, 2018***

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

Call to Order

- I. Roll Call
- II. Approval of Minutes from Last Meeting (January 3 & February 7, 2018)
- III. Treasurer's Report
- IV. Old Business
 - a. Special Elections Results
 - b. Treasurer Position
 - c. Movie Tickets-Monthly Drawing
 - d. Joint Labor Management Meeting
 - e. Negotiations - Update
 - f. SCALE Facebook
 - g. Mary Zenor Scholarship Committee
 - h. Unit 031 – Park Ranger Unit Modification
 - i. SDI – Unit 031
 - j. Board Training
- V. New Business
 - a. 2018 SCALE 25th Anniversary
 - b. New Employee Orientation
- VI. Executive Session
- VII. Adjournment



Sacramento County Alliance of Law Enforcement

Board Meeting Minutes March 7, 2018

Board Members In Attendance

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

Others In Attendance

Linda Riley	Erin Dervin (Mastagni)	Kim Gillingham (Goyette)
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- I.** The meeting was called to order at 1244 hours. The meeting was held at DCSS, 3701 Power Inn Rd, Sacramento, CA 95826.
- II.** Roll Call
- III.** Approval of minutes from January 3rd, 2018.

A clarification was made to these minutes and was therefore resubmitted for approval by the Board.

Motion: Joe Wagstaff
Second: Jeremy Pollard
Passed: Unanimous

- IV.** Approval of minutes from February 7th, 2018.
Motion: Joe Wagstaff
Second: Jeremy Pollard
Passed: Unanimous

V. Treasurer's Report

Accounts (2/28/18)

General Fund 6222	143,881.29
Legal Defense Fund 3903	75,462.29

PAC Fund 3911	23,739.00
Savings 7915	26,298.62
Wells Fargo Office Acct.	285.05
Debit Card Acct.	1,195.36
Total	270,861.61

<u>Fidelity (2/28/18)</u>	252,199.48
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Total Cash and Investments 523,061.09

VI. Old Business

A. Special Elections Results

- a. A special election was held to fill the position Leonard left upon retirement. One nomination was received for Daniel Burke.
- b. Daniel was also approached to fulfill the Treasurer duties that Leonard had done as well.

A motion to elect Daniel Burke as the Board Treasurer and the representative for DHA.

Motion: Joe Wagstaff

Second: Jesse Juarez

Passed: Unanimous

B. Treasurer Position

- a. This topic was handled and voted on in the Special Election Results topic.

C. Movie Tickets – Monthly Drawing

- a. Four numbers were drawn for the March winners.

March Winners:

William Lucia-

Kristine Myhre- Crime Lab

Desiree Dudley – Crime Lab

June Law- DCSS

D. Joint Labor Management Meeting

- a. There has not been a meeting since before open enrollment - No updates.

E. Negotiations

- a. There hasn't been much movement here. There is talk of overtime calculation being clarified.

F. SCALE Facebook

- a. No updates and the topic will be tabled until after negotiations are complete.

G. Mary Zenor Scholarship Committee

- a. The Board reviewed the documents and discussed the editing of some dates.
- b. The deadline to submit will be May 4th. A decision on the winners will be made by May 23rd with an announcement by May 25th.

H. Unit 031- Park Ranger Unit Modification

- a. Jeremy Zerbe and Mark Salvo went out to the unit to discuss the modification and to field any questions.
- b. Unit 031 has written a response to the County.

I. SDI – Unit 031

- a. Though negotiations are directed for acquiring 4850 like benefits, SDI may provide some coverage for potential gaps. This option should be presented as an added layer.

J. Board Training

- a. Kim and Mark will work on a schedule of topics to present to the board.

K. Wilson Trophy

- a. Joe Wagstaff presented a plaque to the Board that was created by Wilson Trophy for viewing.
- b. The overall appearance of the plaque was sloppy and not to the standard the Board expects. Joe will have Trophy Center remake the plaque.

A motion was made to make Trophy Center the company that SCALE will use for our plaque needs.

Motion: Joe Wagstaff

Second: Jeremy Pollard

Passed: Unanimous

VII. New Business

A. 2018 SCALE 25th Anniversary

- a. In order to facilitate and organize ideas for the 25th Anniversary of SCALE, Jesse has volunteered to head a planning committee.

B. New Employee Orientations

- a. Jeremy Zerbe will be contacting the units representatives who have members scheduled for an orientation.

C. Fidelity/Chase

- a. Craig Triebold and Leonard Thompson are being removed from the Executive Board.
- b. Jonathan Charron and Daniel Burke are to be added to the Executive Board
- c. Jonathan and Daniel will have to sign paperwork at one of the banks locations.

VII. Executive Session

A. The executive session began at 1403.

Motion: Joe Wagstaff

Second: Tanisha Cunningham

Passed: Unanimous

VIII. Adjournment

Time: 1408

Motion: Joe Wagstaff

Second: Tanisha Cunningham

Passed: Unanimous



SCALE

SACRAMENTO COUNTY ALLIANCE OF LAW ENFORCEMENT

***General Membership Meeting Agenda
Wednesday, March 7, 2018***

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

- I. Call to Order
- II. Roll Call
- III. Approval of Minutes from Last Meeting (December 6, 2017)
- IV. Treasurer's Report
- V. Old Business
 - a. 2018 Representatives
 - b. Negotiations Update
- VI. New Business
 - a. 2018 SCALE 25th Anniversary
- VII. Adjournment



Sacramento County Alliance of Law Enforcement

General Membership Meeting Minutes March 7, 2018

Board Members In Attendance

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

Others In Attendance

Linda Riley	Erin Dervin	Mark Salvo
Arpi Mesrobyan	(Mastagni)	(Mastagni)
Brian DeDonder	Ashley Maxwell	Kim Gillingham
Debra Bethell	Carol Gordon	(Goyette)
Domenique	Derrica Lawton	Ashley Simmons
Mitchell	James Bryant	Debra Wolley
Kristy Doran	June La	Devecia Steele
Mindy Bustos	Lana Vlady	Jermisha King
Sunjeve Chatkara	Morgan Burnham	Kim Cranston
Charlene	Tamara Morgan	Martin Horvilleur
Grzeczowski	Casey McKinney	Rochelle Swett
Courtney Watts	Tammy Hannah	Saleshni Singh
Angela Taylor	Linda Daniel	Amy Morrison

- I.** The meeting was called to order at 1214 hours. The meeting was held at DCSS 3701 Power Inn Rd, Sacramento, CA 95826.
- II.** Roll Call
- III.** Approval of minutes from January 3rd, 2018.
 - a. Motion: Joe Wagstaff
 - b. Second: Tanisha Cunningham
 - c. Passed: Unanimous
- IV. Treasurer's Report**

Accounts (2/28/18)

General Fund 6222	143,881.29
Legal Defense Fund 3903	75,462.29
PAC Fund 3911	23,739.00
Savings 7915	26,298.62
Wells Fargo Office Acct.	285.05
Debit Card Acct.	1,195.36
Total	270,861.61

Fidelity (2/28/18) **252,199.48**

Total Cash and Investments 523,061.09

Motion: Tanisha Cunningham
Second: Jesse Juarez
Passed: Unanimous

V. Old Business

A. 2018 Representatives

- a. The board members present introduced themselves to the membership in attendance.

B. Negotiations Update

- a. Negotiations were entered into early, but the process has still be slow moving.
- b. Major takeaways have not been mentioned, and some non-economic ways to improve the quality of life have been brought up.
- c. There were no questions from the membership present regarding negotiations when asked.

VI. New Business

A. 2018 SCALE 25th Anniversary

- a. Feedback was solicited and encouraged from the membership regarding the structure of the holiday gifts received last year. The membership was also encouraged to continue to provide feedback and ideas to the Board.

- B. Questions from the Membership
- a. The Membership was asked if there were any questions they would like the Board to answer.
 - b. A question was raised regarding what were some of the perks of being a SCALE member.
 - c. The response was that there were some companies that provided discounts on service. Erin Dervin also brought up and explained the benefit of representation that SCALE provides the Membership.

VII. Adjournment

Time: 1236

Motion: Jesse Juarez

Second: Tanisha Cunningham

Passed: Unanimous



SCALE

SACRAMENTO COUNTY ALLIANCE OF LAW ENFORCEMENT

***Board Meeting Agenda
Wednesday, April 4, 2018***

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

Call to Order

- I. Roll Call
- II. Approval of Minutes from Last Meeting (March 7, 2018)
- III. Treasurer's Report
- IV. Old Business
 - a. Movie Tickets-Monthly Drawing
 - b. Joint Labor Management Meeting
 - c. Negotiations - Update
 - d. Mary Zenor Scholarship Committee Update
 - e. Board Training
 - f. 2018 SCALE 25th Anniversary
- V. New Business
 - a. SCALE Account Access – Individual Logins
- VI. Executive Session
- VII. Adjournment



Sacramento County Alliance of Law Enforcement

Board Meeting Minutes April 4, 2018

Board Members In Attendance

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

Others In Attendance

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

- I.** The meeting was called to order at 1220 hours. The meeting was held at Plates Cafe, Depot Park, 14 Business Park Dr. Sacramento, CA 95828.
- II.** Roll Call
- III.** Approval of minutes from March 7th, 2018.
 - a. Motion: Jeremy Pollard
 - b. Second: Tanisha Cunningham
 - c. Passed: Unanimous

IV. Treasurer's Report

Accounts (2/28/18)

General Fund 6222	152,883.68
Legal Defense Fund 3903	75,465.37
PAC Fund 3911	20,739.57
Savings 7915	26,299.69
Wells Fargo Office Acct.	768.89
Debit Card Acct.	975.36
Total	277,132.56

<u>Fidelity (2/28/18)</u>	252,446.63
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Total Cash and Investments 529,579.19

A motion to approve Treasurer's report:

- a. Motion: Marcus Kelln
- b. Second: Tanisha Cunningham
- c. Passed: Unanimous

VI. Old Business

A. Movie tickets – Monthly Drawing

- a. Four numbers were drawn for the April winners.

April Winners:

Michael Lazure – DA
Gina Robbins – DA
Domenique Mitchell – DCSS
Karen Buckman – Crime lab

B. Joint Labor Management Meeting

- a. A meeting will occur on April 18th and will contain discussion on the budget.

C. Negotiations

- a. The next negotiation meeting is to be held on April 5th.
- b. Little movement has occurred

D. Mary Zenor Scholarship Committee update

- a. The deadline for submissions is approaching. Further action is not needed until the deadline to submit applications has been reached.

E. Board Training

- a. Training did not occur at this meeting, but will occur in some future meetings.

F. 2018 SCALE 25th Anniversary

- a. Ideas are still being developed as to how to celebrate the 25th anniversary of SCALE.
- b. A popular idea that is being discussed is to have a food truck deploy at the different locations for the membership to enjoy. A \$1000 minimum in sales is needed in order to not incur a rental charge.

G. Brouchure style handouts/ digital Logo design

- a. There was discussion previous about developing a brochure style hand out to give to new employees which provides information about SCALE.
- b. Jeremy Zerbe said he will try to create some mock up designs for discussion.
- c. Linda informed the Board that we no longer have a digital original of our logo. In order for new items to be designed, this logo should be updated.

A motion was made to authorize the funding to get the logo updated through Master Printing.

- d. Motion: Marcus Kelln
- e. Second: Daniel Burke
- f. Passed: Unanimous

V. New Business

A. Access to SCALE accounts

- a. When updating the Chase account, all old log ins were terminated. A suggestion by the Chase personnel was to have each person create their own log in identification for access to the accounts.
- b. In order to create accountability, all accessible accounts should be set up in the same manner.
- c. Linda will go to Wells Fargo to set this system up for that account.

B. Quickbooks

- a. There was discussion on the need to eventually update the software we are currently using, or go with a new software provider altogether.
- b. Options will be explored.

VII. Executive Session

VIII. Adjournment

Time: 1327

Motion: Marcus Kelln

Second: Doniell Cummings

Passed: Unanimous



SCALE

SACRAMENTO COUNTY ALLIANCE OF LAW ENFORCEMENT

***Board Meeting Agenda
Wednesday, May 2, 2018***

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

12PM

Call to Order

- I. Roll Call
- II. Approval of Minutes from Last Meeting (April 4, 2018)
- III. Treasurer's Report
- IV. Old Business
 - a. Movie Tickets-Monthly Drawing
 - b. Joint Labor Management Meeting
 - c. Negotiations
 - d. Mary Zenor Scholarship Committee
 - e. Board Training – Mastagni and Goyette
 - f. 2018 SCALE 25th Anniversary
 - g. Individual Logins- All SCALE Accounts
 - h. SCALE Logo and Name
 - i. PORAC LDS and POBAR Cards – Mastagni
 - j. New Membership Pamphlets
- V. New Business
 - a. None
- VI. Executive Session
- VII. Adjournment



Sacramento County Alliance of Law Enforcement

Board Meeting Minutes May 2, 2018

Board Members in Attendance

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

Others in Attendance

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

I. The meeting was called to order at 1210 hours. The meeting was held at DHA 3075 Prospect Park Drive, Sacramento Roll call.

II. Approval of Minutes from Last Meeting (April 4, 2018)

- a. Motion: Jeremy Pollard
- b. Second: Daniel Burke
- c. Passed: Unanimous

III. Treasurer's Report - Report ending 4/30/18

General Fund	\$151,800.85
Legal Defense	\$ 75,468.55
Pac Fund	\$ 20,100.08
Savings	\$ 26,300.80
Wells Fargo	\$ 1,100.11
Debit Card	\$ 855.96
Fidelity	\$ 252,714.47
Total	\$528,340.82

- a. Motion: Doniell Cummings
- b. Second: Jeremy Pollard
- c. Passed: Unanimous

IV. Old Business

a. Movie Tickets

SCALE Board Minutes -June 6, 2018 (continued)

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i. Shaunell Robinson- DCSS

ii. Susan Anderson -DCSS

iii. Gregory Leaf- DHA iv. Reynando Accooe- DCSS

v. Alternative Member 188

b. Joint Labor Management Meeting

i. Budget discussions

c. Negotiations

i. Support Unit update and tentative agreement summary

ii. Law Enforcement Unit

d. Mary Zenor Scholarship

i. Deadline this Friday, with one nomination to date

e. Board Training – Mastagni and Goyette

i. Mark and Kim will develop a schedule

f. 2018 SCALE 25th Anniversary

i. Leave up to the Committee and suggest a River Cats game

g. Individual Logins – All SCALE Accounts

i. All the accounts are complete

h. SCALE Logo and Name

i. Linda provided examples

ii. Motion by Doniell to use #5 on the right

iii. Second: Daniel Burke

i. Unanimous PORAC LDF and POBAR Cards

i. Mastagni will bring cards and pamphlets next meeting

j. New Membership Pamphlets

i. Linda will bring the pamphlets next meeting

V. New Business

a. June Board and General Membership Meeting

i. Changing the location to DHA

b. Ann Marie's Public Safety & Community Appreciation Luncheon

i. 4 tickets available which will be put out to the membership

c. Safety equipment request for batons at the DA's Office

i. Grievance would not be timely

ii. Mastagni will reach out to the department to roll out the batons and training

a. Movie Tickets

SCALE Board Minutes -June 6, 2018 (continued)

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i. Shaunell Robinson- DCSS

ii. Susan Anderson -DCSS

iii. Gregory Leaf- DHA iv. Reynando Accooe- DCSS

v. Alternative Member 188

b. Joint Labor Management Meeting

i. Budget discussions

c. Negotiations

i. Support Unit update and tentative agreement summary

ii. Law Enforcement Unit

d. Mary Zenor Scholarship

i. Deadline this Friday, with one nomination to date

e. Board Training – Mastagni and Goyette

i. Mark and Kim will develop a schedule

f. 2018 SCALE 25th Anniversary

i. Leave up to the Committee and suggest a River Cats game

g. Individual Logins – All SCALE Accounts

i. All the accounts are complete

h. SCALE Logo and Name

i. Linda provided examples

ii. Motion by Doniell to use #5 on the right

iii. Second: Daniel Burke

i. Unanimous PORAC LDF and POBAR Cards

i. Mastagni will bring cards and pamphlets next meeting

j. New Membership Pamphlets

i. Linda will bring the pamphlets next meeting

V. New Business

a. June Board and General Membership Meeting

i. Changing the location to DHA

b. Ann Marie's Public Safety & Community Appreciation Luncheon

i. 4 tickets available which will be put out to the membership

c. Safety equipment request for batons at the DA's Office

i. Grievance would not be timely

ii. Mastagni will reach out to the department to roll out the batons and training

VI. Executive Session

VII. Adjournment

Time: 1457 hours

Motion: Tanesha Batts

Second: Daniel Burke

Passed: Unanimous



SCALE

SACRAMENTO COUNTY ALLIANCE OF LAW ENFORCEMENT

***Board Meeting Agenda
Wednesday, June 6, 2018***

***Park Rangers
10361 Rockingham Dr, Suite 100
Sacramento, CA 95627
12PM***

Call to Order

- I. Roll Call
- II. Approval of Minutes from Last Meeting (May 2, 2018)
- III. Treasurer's Report
- IV. Old Business
 - a. Movie Tickets-Monthly Drawing
 - b. Joint Labor Management Meeting
 - c. Negotiations
 - a. Units 002/004 Results
 - b. Unit 031 Update
 - d. Mary Zenor Scholarship
 - e. Board Training – Mastagni and Goyette
 - f. 2018 SCALE 25th Anniversary
 - g. Individual Logins- All SCALE Accounts
 - h. PORAC LDS and POBAR Cards – Mastagni
 - i. New Membership Pamphlets
- V. New Business
 - a. PORAC Legal Defense Fund Increase
 - b. Unit 002/004 Contract Ratification Protest
 - c. 457B Deferred Compensation Administrative Fees
 - d. Connect Card vs. Transit Pass Transition
 - e. Bylaws Revisions
- VI. Executive Session
- VII. Adjournment



Sacramento County Alliance of Law Enforcement

Board Meeting Minutes June 6, 2018

**Park Rangers
10361 Rockingham Dr. Suite 100
Sacramento, Ca 95627**

Board Members In Attendance

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

Others In Attendance

Linda Riley	Erin Dervin (Mastagni)	Mark Salvo (Masagni)
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- I.** The meeting was called to order at 1411 hours. The meeting was held at the Park Rangers new facility, 10361 Rockingham Dr. Suite 100, Sacramento, CA 95627.
- II.** Roll Call
- III.** Approval of minutes from May 2nd, 2018.
 - a. Motion: Joe Wagstaff
 - b. Second: Jeremy Pollard
 - c. Passed: Unanimous
- IV. Treasurer's Report**

Accounts (5/31/18)

General Fund 6222	153,871.04
Legal Defense Fund 3903	75,471.73
PAC Fund 3911	20,100.59
Savings 7915	26,301.91
Wells Fargo Office Acct.	857.57

Debit Card Acct.		816.48
	Total	277,419.32
<u>Fidelity (5/31/18)</u>		253,006.06

Total Cash and Investments 530,425.38

V. Old Business

A. Movie tickets – Monthly Drawing

June Winners:

Richard Anderson-DCSS

Jennifer Horan- DCSS

Ryan Nickel – Crime Lab

Stan Tofan- DA

B. Joint Labor Management Meeting

- a. A meeting is scheduled for June 27th from 2pm to 4pm to discuss benefits.

C. Negotiations

- a. Unit 002/004 voted yes on the contract.
- b. Unit 031 membership is voting now which will close June 12th.

D. Joint Labor Management Meeting

- a. There has not been a meeting since before open enrollment - No updates.

E. Mary Zenor Scholarship

- a. The winners have been selected and notified.
- b. 5 total applications were received.

F. Board Training

- a. This is still a topic that the Board wishes to have completed. Jeremy asked Erin to prepare a 15 minute long presentation to cover a broad range of topics, which will then be selected to more specific presentations at future meetings.

G. 2018 SCALE 25th Anniversary

- a. There hasn't been any specific movement on this topic. The idea of getting a food truck to travel to different locations still seems to be a viable idea.
- b. An anniversary planning committee has been formed in order to plan this event consisting of Tanisha Cunningham, Jesse Juarez, and Jonathan Charron.
- c. Initial budget is set to be approximately \$15 per member.

H. Login for SCALE Account

- a. The Wells Fargo account paperwork is being completed for individual account logins
- b. The other accounts have this in progress.

I. PORAC LDF & POBAR cards

- a. Erin Dervin will check her supply of cards and will send what she has to the SCALE office.

J. New Membership pamphlets

- a. Still working on adjusting the font and design options. Linda brought a few designs for the Board to review.

VI. New Business

- A. All new business items were discussed during the General Session.

VII. Executive Session

- A. The executive session began at 1438.
 - a. Motion: Jesse Juarez
 - b. Second: Tanisha Cunningham
 - c. Passed: Unanimous

VIII. Adjournment

Time: 1448

Motion: Jesse Juarez

Second: Tanisha Cunningham

Passed: Unanimous



SCALE

SACRAMENTO COUNTY ALLIANCE OF LAW ENFORCEMENT

***General Membership Meeting Agenda
Wednesday, June 6, 2018***

***Park Rangers
10361 Rockingham Dr, Suite 100
Sacramento, CA 95627
12PM***

- I. Call to Order
- II. Roll Call
- III. Approval of Minutes from Last Meeting (March 7, 2018)
- IV. Treasurer's Report
- V. Old Business
 - a. Negotiations
 - b. 2018 SCALE 25th Anniversary
- VI. New Business
 - a. PORAC Legal Defense Fund Increase
 - b. Unit 002/004 Contract Ratification and Protest
 - c. 457B Deferred Compensation Administrative Fees
 - d. Bylaws Revisions
 - e. Connect Card vs. Transit Pass Transition
- VII. Adjournment



Sacramento County Alliance of Law Enforcement

General Membership Meeting Minutes June 6, 2018

**Park Rangers
10361 Rockingham Dr. Suite 100
Sacramento, Ca 95627**

Board Members In Attendance

Jeremy Zerbe	Joe Wagstaff	Jonathan Charron
Daniel Burke	Doniell Cummings	Tanisha Cunningham
Jesse Juarez	Marcus Kella	Jeremy Pollard

Others In Attendance

Linda Riley	Erin Dervin	Mark Salvo
Alissa Lonnquist	(Mastagni)	(Mastagni)
Andrew Nerlson	Christopher Black	Cory Stewart
Cynthia Cryer-	Elmer Marzan	James Luevano
Coleman	Lee Herrington	Randall Bickel
Samuel Zamora	Scott Jepsen	Sebastian Marques
Thomas Schubin	Annette Fucles	Bill Hutto
Brian Bell	Brian Dedonder	Butah Uppal
Chou Vang	Jim Anderson	Keith Burgoon
Kevin Papineau	Laura Chase	Morgan Burnham
Rochelle Sweet	Roy Keller	Steven McCarthy
Diana Hall	Gabey Dralth	Jay Sims
Paul Chrisman	Corey Morgan	Kerry Bernard

- I.** The meeting was called to order at 1201 hours by Joe Wagstaff. The meeting was held at the Park Rangers new facility at 10361 Rockingham Dr, Sacramento, CA 95627.
- II.** Roll Call
- III.** Contract Discussion

- a. Prior to the agenda items being discussed, Mark Salvo gave a presentation on the contract negotiations and detailed what was contained in the contract that will be voted on. The presentation ended at 1228 hours.
- b. A discussion occurred regarding the presentation which allowed the present membership to pose questions regarding the contract. The discussion ended at 1320 hours.

IV. Approval of minutes from March 7th, 2018.

- a. Motion: Tanisha Cunningham
- b. Second: Doniell Cummings
- c. Passed: Unanimous

IV. Treasurer's Report

Accounts (5/31/18)

General Fund 6222	153,871.04
Legal Defense Fund 3903	75,471.73
PAC Fund 3911	20,100.59
Savings 7915	26,301.91
Wells Fargo Office Acct.	857.57
Debit Card Acct.	816.48
Total	277,419.32

Fidelity (5/31/18) **253,006.06**

Total Cash and Investments 530,425.38

Motion: Joe Wagstaff
 Second: Tanisha Cunningham
 Passed: Unanimous

V. Old Business

A. Negotiations

- a. This agenda item was discussed prior to old business being conducted. See bullet III for details of this item.

B. 2018 SCALE 25th Anniversary

- a. This item was not discussed.

VI. New Business

- A. PORAC Legal Defense Fund Increase
 - a. Discussion of increase of \$1.05 per member per month.
 - b. There was some discussion of the limits to coverage if an action is outside of the course and scope of duty.
- B. Unit 002/004 Contract Ratification and Protest
 - a. There was a protest filed by Rochelle Sweet to the ratification of the 002/004 contract.
 - b. There is not currently a provision in our bylaws that allows for a protest of this nature. Though not required, the negotiating team looked into the claims put forth by the member.
 - c. A recommendation was written by the negotiating team and was accepted by the Board via email. This recommendation was read to the membership present detailing why no further action will be taken in regards to this protest.
 - d. A member voiced her frustration that she felt every item wasn't thoroughly researched prior to presentation.
- C. 457B Deferred Compensation Administrative Fees
 - a. There are fees associated with the accounts based on the account balance. Not all brokers charge this fee, and some employees feel that these fees are negotiable. A discussion with Fidelity will be scheduled to discuss this.
- D. Bylaws Revisions
 - a. In response to the contract protest request, the Board is forming a bylaws committee. This committee will be tasked with reviewing all of the bylaws and making recommendations on updates, changes, additions, or deletions.
 - b. The committee will consist of Doniell Cummings, Jeremy Zerbe, and Jonathan Charron with Mark Salvo acting as the legal advisor.
 - c. A discussion was held regarding email voting via county email versus personal email accounts.
- E. Connect Card vs. Transit Pass Transition
 - a. The previous use of transit pass will be changing to Connect Cards. This will be handled by each individual HR department.

VII. Adjournment

Time: 1358

Motion: Joe Wagstaff

Second: Jeremy Pollard

Passed: Unanimous



SCALE

SACRAMENTO COUNTY ALLIANCE OF LAW ENFORCEMENT

***Board Meeting Agenda
Wednesday, July 11, 2018***

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

Call to Order

- I. Roll Call
- II. Approval of Minutes from Last Meeting (June 6, 2018)
- III. Treasurer's Report
- IV. Old Business
 - a. Movie Tickets-Monthly Drawing
 - b. Joint Labor Management Meeting
 - c. Negotiations-Unit 31 Update
 - d. Board Training – Mastagni and Goyette
 - e. 2018 SCALE 25th Anniversary
 - f. PORAC LDF and POBAR Cards – Mastagni
 - g. New Membership Pamphlets
 - h. PORAC Legal Defense Fund Increase
 - i. 457B Deferred Compensation Administrative Fees
 - j. Bylaws Revisions
- V. New Business
 - a. Myers-Stevens LTD Benefit Changes
 - b. Supreme Court Decision Janus vs. AFSCME
 - c. William & Olds Audit
- VI. Executive Session
- VII. Adjournment



Sacramento County Alliance of Law Enforcement

Board Meeting Minutes July 11, 2018

**SCALE Office
2366 Gold Meadow Way
Gold River, Ca 95670**

Board Members In Attendance

Jeremy Zerbe	Jonathan Charron	Jesse Juarez
Jeremy Pollard	Doniell Cummings	Tanisha Cunningham
Joe Wagstaff	Marcus Kella	Daniel Burke

Others In Attendance

Linda Riley	Erin Dervin	Kim Gillingham
Steve McCarthy	(Mastagni)	(Goyette)
Butch Uppal		

- I.** The meeting was called to order at 1211 hours. The meeting was held at the SCALE office, 2366 Gold Meadow Way, Gold River, CA 95670.
- II.** Roll Call
- III.** Mary Zenor scholarship recipient addressed the Board to thank them.
- IV.** Approval of minutes from June 6th, 2018.
 - a. The Treasurer's Report was not included in the minutes from the BOD meeting minutes and this portion of the minutes has been tabled until the next meeting when the Board can review and approve this.
 - b. Motion: Joe Wagstaff
 - c. Second: Tanisha Batts
 - d. Passed: Unanimous

IV. Treasurer's Report

Accounts (6/30/18)

General Fund 6222	166,956.14
Legal Defense Fund 3903	75,474.71
PAC Fund 3911	19,477.06
Savings 7915	26,302.95
Wells Fargo Office Acct.	857.57
Debit Card Acct.	785.75
Total	289,854.18

Fidelity (5/31/18) **253,310.59**

Total Cash and Investments 543,164.77

Motion: Joe Wagstaff
 Second: Jonathan Charron
 Passed: Unanimous

V. Old Business**A. Negotiations-Unit 31 Update**

- a. A tentative agreement is still being worked on. We are waiting to hear back from the County to determine if the latest version has been accepted. In anticipation of an offer, a meeting will be set for July 17th at noon at the Park Rangers new facility.

B. Movie Ticket Drawing

July Winners:

Laura O'Reilly-PD
 Dina Urazmetova- DCSS
 Michael Wood – Parks
 Hena Zafar- PD

C. Joint Labor Management Meeting

- a. Health Insurance was discussed along with changes in the charges associated with the offerings. There will some increase to the HSA maximum.
- b. The notes from this meeting will be placed on the SCALE website for the membership.

D. Board Training

- a. Kim Gillingham provided training and discussion on the topic of working out of class.

E. 2018 SCALE 25th Anniversary

- a. This topic was tabled until the next meeting.

F. PORAC LDS and POBAR Cards

- a. No update

G. New Membership Pamphlet

- a. We have a new Logo drafted and pamphlets are still being worked on.

H. PORAC Legal Defense Fund Increase

- a. There is an increase of \$1.05. This topic will be placed back on the agenda for further discussion.

I. 457B Deferred Compensation Administrative Fees

- a. We are starting the process of discussing these administrative fees.

J. Bylaws Revisions

- a. Approval of revisions to the bylaws must be from a 2/3rds approval of votes cast. A draft of revisions should be made by the next Board meeting in order to present to the Membership.

VI. New Business

A. Myers-Stevens LTD Benefit Changes

- a. A discussion was held regarding to the LTD benefits.

B. Supreme Court Decision Janus Vs. AFSCME

- a. More information will be provided to the Board regarding this decision and what that means for the Membership.

C. William & Olds Audit

- a. This audit will be conducted soon.

VII. Executive Session

VIII. Adjournment

Time: 1452

Motion: Daniel Burke

Second: Tanisha Batts

Passed: Unanimous



SCALE

SACRAMENTO COUNTY ALLIANCE OF LAW ENFORCEMENT

***Board Meeting Agenda
Wednesday, August 1, 2018***

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

Call to Order

- I. Roll Call
- II. Approval of Minutes from Last Meeting (July 11, 2018)
- III. Treasurer's Report
- IV. Old Business
 - a. Movie Tickets-Monthly Drawing
 - b. Joint Labor Management Meeting
 - c. Negotiations-Unit 31 Update
 - d. Board Training – Mastagni and Goyette
 - e. 2018 SCALE 25th Anniversary
 - f. PORAC LDF and POBAR Cards – Mastagni
 - g. New Membership Pamphlets
 - h. 457B Deferred Compensation Administrative Fees
 - i. Bylaws Revisions
 - j. William & Olds Audit
- V. New Business
 - a. Aflac – Guest Speaker
- VI. Executive Session
- VII. Adjournment



Sacramento County Alliance of Law Enforcement

Board Meeting Minutes August 1, 2018

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

Board Members In Attendance

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

Others In Attendance

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

- I.** The meeting was called to order at 1231 hours. The meeting was held at the Plates Cafe, Depot Park, 14 Business Park Dr. Sacramento, CA 95828.
- II.** Roll Call
- III.** Approval of minutes from July 11th, 2018.
 - a. Motion: Marcus Kelln
 - b. Second: Daniel Burke
 - c. Passed: Unanimous
- IV. Treasurer's Report**

Accounts (7/31/18)

General Fund 6222	179,082.37
Legal Defense Fund 3903	75,474.71

PAC Fund 3911	19,477.06
Savings 7915	26,302.95
Wells Fargo Office Acct.	682.18
Debit Card Acct.	763.77
Total	301,783.04

<u>Fidelity (5/31/18)</u>	253,310.59
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Total Cash and Investments 555,093.63

Motion: Jeremy Pollard
Second: Marcus Kelln
Passed: Unanimous

V. Old Business

A. Movie Ticket Drawing

August Winners:

Denise Phillips-DA
Patrick Kobles- PD
Manuel Mejia – Parks
Sandra Tapia- DCSS

B. Joint Labor Management Meeting
a. No updates

C. Negotiations

- a. The contract has been ratified. The MOU from Adrian was sent for adoption at the last Board meeting.
- b. A frustration was voiced by a Board member that he felt there is not enough active engaging with politicians. He feels that the Board of Supervisors do not understand the needs of our membership and that more direct interactions with them would assist in communicating these needs.
- c. A discussion was conducted in regards to promoting the other benefits to being a part of the union.

D. Board Training

- a. Goyette will take the training responsibility on odd months, while Mastagni will take even months.
- b. A discussion was had about doing a training retreat.

E. 2018 SCALE 25th Anniversary

- a. This topic was tabled until the next meeting.

F. PORAC LDS and POBAR Cards

- a. Erin will drop off the cards at the various locations.

G. New Membership Pamphlet

- a. The logo is ready to go. A revision to the welcome letter needs to be made and details regarding the rest of the packet materials need to be finalized.

H. 457B Deferred Compensation Administrative Fees

- a. Kim has requested a breakdown detailing the fees prior and post transparency to share with the membership.

I. Bylaws Revisions

- a. Kim will provide language that has been used in other bylaws as an example to work from. An update to the language is needed detailing the timing of coverage when entering or exiting the union.

J. William & Olds Audit

- a. Kim has requested a breakdown detailing the fees prior and post transparency to share with the membership.

K. September Board Meeting

- a. A suggestion was brought up to change the location of the September General Membership Meeting. Joe will check the availability of the location he suggested.

L. 002/004 DCSS

- a. Kim will be assisting in coming back to the table to discuss alternative work schedules and other working conditions not addressed in the new contract.

M. Crime Lab

- a. Kim will meet with Adrian regarding the Crime Scene Lead pay interpretation.

N. Membership Application

- a. A discussion was held regarding updating the application and the information that is being requested on the application.

VI. New Business

- A. Aflac – Guest Speaker (This was taken out of order)

- a. Steve from Aflac gave the Board an overview of different services and coverages they offer. A request was made for Steve to attend the General Membership meeting so that the Membership has the benefit of asking questions directly of him.

VII. Executive Session

VIII. Adjournment

Time: 1424

Motion: Daniel Burke

Second: Marcus Kelln

Passed: Unanimous



SCALE

***Board Meeting Agenda
Wednesday, September 5, 2018***

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

Call to Order

- I. Roll Call
- II. Approval of Minutes from Last Meeting (August 1, 2018)
- III. Treasurer's Report
- IV. Old Business
 - a. Movie Tickets-Monthly Drawing
 - b. Joint Labor Management Meeting
 - c. Board Training – Mastagni and Goyette
 - d. 2018 SCALE 25th Anniversary
 - e. PORAC LDF and POBAR Cards – Mastagni
 - f. New Membership Pamphlets
 - g. 457B Deferred Compensation Administrative Fees
 - h. Bylaws Revisions
 - i. William & Olds Audit
- V. New Business
 - a. Myers-Stevens & Toohey – Speaker
 - b. Aflac -- Speaker
 - c. 2019 Nominations--Supervisors, DA, DHA, Coroner, DCSS
 - d. "Take A Break" --DCSS
 - e. Sacramento Sheriff Heroes Cup
 - f. Star 6 Foundation
 - g. Sacramento Police Officers Association
- VI. Executive Session
- VII. Adjournment



Sacramento County Alliance of Law Enforcement

Board Meeting Minutes September 5, 2018

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

Board Members In Attendance

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

Others In Attendance

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

- I.** The meeting was called to order at 1413 hours. The meeting was held at the DHA, 3075 Prospect Park Dr. Sacramento, CA 95670.
- II.** Roll Call
- III.** Approval of minutes from August 1st, 2018.
 - a. Motion: Donielle Cummings
 - b. Second: Tanisha Batts
 - c. Passed: Unanimous
- IV. Treasurer's Report -**

Accounts (8/31/18)

General Fund 6222	189,211.93
Legal Defense Fund 3903	75,481.17
PAC Fund 3911	19,478.07
Savings 7915	26,305.20

Wells Fargo Office Acct.	441.24
Debit Card Acct.	741.79
Total	311,659.40
<u>Fidelity (8/31/18)</u>	253,979.25

Total Cash and Investments 530,425.38

Motion: Marcus Kelln
 Second: Joe Wagstaff
 Passed: Unanimous

Note: The treasurer's report was approved in the General Membership meeting, but included here as well for recording purposes.

V. Old Business

A. Movie Ticket Drawing

September Winners:

Harpreet Badyal-DCSS
 Hunter Bartholomew- DHA
 Elizabeth Ismailyan – DCSS
 Kristel Suchland- Crime lab

B. Joint Labor Management Meeting

a. This was discussed in the General Membership Session meeting and recorded as below in bullet b.

b. Some changes were discussed in this meeting regarding the packages being offered. The amount of increase for medical is pretty modest and open enrollment is coming in October.

C. Board Training

a. Rafael Ruano provided information and training to the Board on the Janus decision during the General Membership Session. The bullets b-e below summarize the notes regarding this discussion.

b. This was a US Supreme Court decision dealing with union dues and representation. The decision has changed the rule about not being a paying member of the union.

- c. The responsibility to leave the union falls on the member to change their desire to be a paying member of the Union.
- d. The Union is responsible for providing an updated list for the County.
- e. The Union still has some responsibility in grievable matters that deal with the contract, but do not have obligation to involve themselves in disciplinary issues.

D. 25th Anniversary of SCALE

- a. This topic was discussed during the General Membership Session. The bullets below reflect that discussion.
- b. A request for information from the organizers of the MOFO events has been made in regards to having food trucks go to various locations at or near membership facilities to provide a lunch event for the membership.
- c. This event would be separate from the holiday gifts. A discussion was had about doing a training retreat.

E. POBAR Cards

- a. These have been delivered to the requesting locations.

F. New Membership Pamphlet

- a. This has been tabled for a future meeting.

G. 457B Deferred Compensation Administrative Fees

- a. This was discussed during the General Membership Session meeting. The bullets below reflect that discussion.
- b. The County changed the selection of plans a couple of months ago. Without notice or warning, Fidelity began charging administration fees that may have been previously included, but not broken down. A request for a breakdown of the fees that were previously being charged compared to now has been requested.

H. Bylaws Revisions

- a. This was discussed during the General Membership Session meeting. The bullets below reflect that discussion.
- b. Our bylaws do not currently provide a medium to protest a ratification vote. There was discussion between the Membership present and the Board about the necessity of this being put into our bylaws.
- c. From the changes by the JANUS decision, some of the bylaws need to be updated to reflect these changes.

I. William & Olds Audit

- a. This is being conducted and results will be discussed later.

VI. New Business

A. Guest Speakers

- a. Representatives from Aflac and Myers-Stevens & Toohey spoke at the General Membership Session about different insurance packages they offer for the Membership.

B. 2019 Nominations – Supervisors, DA, Welfare Fraud, Coroner, DCSS

- a. The nomination period for the above positions are now open.
- b. A request for nominations from the people present at the General Membership Meeting was asked for, but no one was offered as a nominee.

C. "Take A Break"

- a. A request from some of the Membership to have someone from SCRS come out and speak. We will put a request in to have a representative come out to talk with the Membership and field questions they may have. Once a date has been agreed upon, a location, date, and time will be released to the Membership.

D. Sacramento Sheriff Hero Cup

- a. A motion was made to purchase 20 tickets, to be given out in pairs, for the Membership.

Motion: Joe Wagstaff

Second: Jonathan Charron

Passed: Unanimous

E. Star 6 Foundation

- a. A motion was made to be a banner sponsor for the Star 6 Foundation.

Motion: Marcus Kelln

Second: Tanisha Batts

Passed: Unanimous

F. SPOA 50th Anniversary Event

- a. A motion was made to be a table sponsor for this event if it is not too late to have our name added to the POP material.

Motion: Marcus Kelln
Second: Jeremy Pollard
Passed: Unanimous

G. CD Ladder

- a. Dan Burke provided the Board information regarding moving money from the General Fund to a CD Ladder. The investment will be fiscally sound and will only incur a penalty if we make an early withdrawal.
- b. A motion was made to approve a transfer of a portion General Fund money to a CD Ladder.

Motion: Joe Wagstaff
Second: Marcus Kelln
Passed: Unanimous

VII. Executive Session

VIII. Adjournment

Time: 1555
Motion: Daniel Burke
Second: Tanisha Batts
Passed: Unanimous



SCALE

***General Membership Meeting Agenda
Wednesday, September 5, 2018***

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

- I. Call to Order
- II. Roll Call
- III. Approval of Minutes from Last Meeting (June 6, 2018)
- IV. Treasurer's Report
- V. Old Business
 - a. Negotiations
 - b. 2018 SCALE 25th Anniversary
 - c. Bylaws Revisions
 - d. 457B Deferred Compensations Administrative Fees
- VI. New Business
 - a. Myers-Stevens & Toohey -- Speaker
 - b. Aflac -- Speaker
 - c. 2019 Nominations -- Supervisors, DA, Welfare Fraud, Coroner, DCSS
 - d. Janus vs. AFSCME
- VII. Adjournment



Sacramento County Alliance of Law Enforcement

General Membership Meeting Minutes September 5, 2018

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

Board Members In Attendance

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

Others In Attendance

Linda Riley	Gregory Leafe	Mark Salvo
Elizabeth Castillo	Leticia Leyva	(Mastagni)
Lewis Fedor	Morgan Burnham	Shanon Richardson
William Sanderson	Sunjive Chatkara	Ray Antar
Bob Waugh	Richard Videl	Ross Smilie
Marc Piazza	Mitch Lace	Rafael Ruano
Matt Monterosio	Mike Mullaly	(Goyette)
Corey Morgan		

- I.** The meeting was called to order at 1212 hours by Jeremy Zerbe. The meeting was held at the DHA facility at 3075 Prospect Park Dr, Rancho Cordova, CA 95670.
- II.** Roll Call
- III.** Approval of minutes from June 6th, 2018.
 - a. Motion: Joe Wagstaff
 - b. Second: Doniell Cummings
 - c. Passed: Unanimous
- IV. Treasurer's Report**

Accounts (8/31/18)

General Fund 6222	189,211.93
Legal Defense Fund 3903	75,481.17
PAC Fund 3911	19,478.07
Savings 7915	26,305.20
Wells Fargo Office Acct.	441.24
Debit Card Acct.	741.79
Total	311,659.40

Fidelity (8/31/18) **253,979.25**

Total Cash and Investments 530,425.38

Motion: Marcus Kelln
Second: Joe Wagstaff
Passed: Unanimous

V. New Business (Taken out of order)

A. Myers-Stevens & Toohey

a. Patrick Toohey provided information regarding insurance options available for purchase to both safety and non-safety employees that covers them on and off the job.

B. Aflac

a. Steve Starrett from Aflac provided information regarding insurance options available for purchase to both safety and non-safety employees that covers them on and off the job.

VI. Old Business

A. Negotiations

- a. The voting period ended on 7/30/18.
- b. The contract was adopted by the county on 8/21 by the Board of Supervisors.
- c. The raise should go into effect the first full pay period after the start of the adoption.

B. 2018 SCALE 25th Anniversary

- a. A request for information from the organizers of the MOFO events has been made in regards to having food trucks go to

various locations at or near membership facilities to provide a lunch event for the membership.

b. This event would be separate from the holiday gifts.

C. Bylaws Revisions

a. Our bylaws do not currently provide a medium to protest a ratification vote. There was discussion between the Membership present and the Board about the necessity of this being put into our bylaws.

b. From the changes by the JANUS decision, some of the bylaws need to be updated to reflect these changes.

D. 457b Deferred Compensation

a. The County changed the selection of plans a couple of months ago. Without notice or warning, Fidelity began charging administration fees that may have been previously included, but not broken down. A request for a breakdown of the fees that were previously being charged compared to now has been requested.

VII. New Business

A. 2019 Nominations – Supervisors, DA, Welfare Fraud, Coroner, DCSS

a. The nomination period for these positions are now open.

b. Nominations were asked by those present and no names were given.

B. Janus decision

a. This was a US Supreme Court decision dealing with union dues and representation. The decision has changed the rule about not being a paying member of the union.

b. The responsibility to leave the union falls on the member to change their desire to be a paying member of the Union.

c. The Union is responsible for providing an updated list for the County.

d. The Union still has some responsibility in grievable matters that deal with the contract, but do not have obligation to involve themselves in disciplinary issues.

C. AB931

a. This is a bill that discusses the use of force to be redefined. This topic is being tabled for a future discussion.

D. Joint Labor Management Meeting

- a. Some changes were discussed in this meeting regarding the packages being offered. The amount of increase for medical is pretty modest and open enrollment is coming in October.

VIII. Adjournment

Time: 1401

Motion: Jesse Juarez

Second: Jeremy Pollard

Passed: Unanimous



SCALE

***Board Meeting Agenda
Wednesday, October 3, 2018***

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

Call to Order

- I. Roll Call
- II. Approval of Minutes from Last Meeting (, 2018)
- III. Treasurer's Report
- IV. Old Business
 - a. Movie Tickets-Monthly Drawing
 - b. Joint Labor Management Meeting
 - c. Board Training – Mastagni and Goyette
 - d. 2018 SCALE 25th Anniversary
 - e. New Membership Pamphlets
 - f. 457B Deferred Compensation Administrative Fees
 - g. Bylaws Revisions
 - h. William & Olds Audit
 - i. 2019 Nominations--Supervisors, DA, DHA, Coroner, DCSS
 - j. Sacramento Police Officers Association
- V. New Business
 - a. Dates for Presentation from SCRES, Eric Stern, Chief Executive Officer
 - b. Membership Appreciation- Christmas 2018
- VI. Executive Session
- VII. Adjournment



Sacramento County Alliance of Law Enforcement

Board Meeting Minutes October 3, 2018

**Effie Yeaw Nature Center
2850 San Lorenzo
Sacramento, Ca 95608**

Board Members In Attendance

Jeremy Zerbe
Jeremy Pollard
Joe Wagstaff

Jonathan Charron
Doniell Cummings
Marcus Kelln

Jesse Juarez-
Tanisha Batts
Daniel Burke

Others In Attendance

Linda Riley
Mark Salvo
(Mastagni)

Erin Dervin
(Mastagni)

Kim Gillingham
(Goyette)

- I.** The meeting was called to order at 1227 hours. The meeting was held at the Effie Yeaw Nature Center, 2850 San Lorenzo, Sacramento, CA 95608.
- II.** Roll Call
- III.** Approval of minutes from September 5th, 2018.
 - a. The addition of Rafael Ruano on the attendance roster for the Board meeting needs to be made. He was at the General Membership portion of the meeting, but his name was not carried over to the BOD roll call.
 - b. Motion: Dan Burke
 - c. Second: Tanisha Batts
 - d. Passed: Unanimous

IV. Treasurer's Report -

Accounts (9/30/18)

General Fund 6222	200,704.42
Legal Defense Fund 3903	75,484.04
PAC Fund 3911	19,478.52
Savings 7915	26,306.20
Wells Fargo Office Acct.	1119.81
Debit Card Acct.	121.85
Total	323,214.84

Fidelity (9/30/18) **254,093.18**

Total Cash and Investments 577,308.02

Motion: Tanisha Batts
 Second: Jonathan Charron
 Passed: Unanimous

Note: The treasurer's report was approved out of order at 1358.

V. Old Business

A. Movie Ticket Drawing

October Winners:

Ronald Gaverick- DA
 Frank Ubois- DA
 Elizabeth Machado- DCSS
 Philip Hess- Crime Lab

B. 2019 Nominations – Supervisors, DA, DHA, Coroner, DCSS

a. There was only a nomination for the DA position, but the nominee declined to run. Due to a lack of nominations, there aren't any challenges in any of the positions that were up for election and the positions will stay as they currently are.

C. William & Olds Audit

a. This audit is still in process but is going well. Linda is fielding most of the questions. We are still waiting on Fidelity for a statement that the auditor is requesting. Dan will call Fidelity to see what the status of this document is.

D. 25th Anniversary of SCALE

- a. A preliminary contract has been received. Specific details will be obtained by Jonathan Charron and sent out once the contract is ready to be signed.
- b. A motion was made to be able to vote electronically on the contract.

Motion: Dan Burke

Second: Tanisha Batts

Passed: Unanimous

E. Board Training – Bylaws Revision

- a. We need to change the bylaws to include specific information regarding opting in and out of the Union. The coverage depending on when you opt in or out should be defined.
- b. Kim will send out some bylaws language that is being used in other organizations.

F. New Membership Pamphlet

- a. This topic has been tabled for a future meeting.

G. 457B Deferred Compensation Administrative Fees

- a. This topic has been tabled for a future meeting.

H. Joint Labor Management Meeting

- a. This topic has been tabled for a future meeting.

I. Modified Work Schedules

- a. A brief discussion of options to approach this subject was had. Nothing was decided on when or how to proceed.

J. Heroes Cup ticket winners

- a. Ten winners were selected: Gil Tournour, Lana Vlady, Lewis Fedor, Monica Williams, Corey Morgan, Mindy Bustos, Debra Bethell, Julie Neef, Ash Nazeri, and Lynsey Norwood.

VI. New Business

A. Latino Caucus

- a. A motion was made to purchase a table (10 tickets) for this event for the Membership.
 - i. Motion: Dan Burke
 - ii. Second: Tanisha Batts
 - iii. Passed: Unanimous

B. Sacramento Sheriff Hero Cup

- a. A motion was made to purchase one additional pair of tickets for this event.
 - i. Motion: Jonathan Charron
 - ii. Second: Joe Wagstaff
 - iii. Passed: Unanimous

C. Presentation Date for SCRES

- a. A request from some of the Membership to have someone from SCRS come out and speak. November 1st from 10:00AM to Noon has been selected as the date and time. A flyer will be created and sent out to the Membership.

D. Membership Appreciation – Christmas 2018

- a. A motion was made to have a discussion online regarding this topic. A decision should be made by October 15th.
 - i. Motion: Doniell Cummings
 - ii. Second: Tanisha Batts
 - iii. Passed: Unanimous

E. SPOA 50th Anniversary Event

- a. A motion was made to be a table sponsor for this event for \$500 which would not include tickets.

Motion: Joe Wagstaff
Second: No second
Not Passed

VII. Executive Session

VIII. Adjournment

Time: 1419
Motion: Tanisha Batts
Second: Dan Burke
Passed: Unanimous



SCALE

***Board Meeting Agenda
Wednesday, November 7 , 2018***

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

Call to Order

- I. Roll Call
- II. Approval of Minutes from Last Meeting (October 3, 2018)
- III. Treasurer's Report
- IV. Old Business
 - a. Movie Tickets-Monthly Drawing
 - b. Joint Labor Management Meeting
 - c. Board Training – Mastagni and Goyette
 - d. 2018 SCALE 25th Anniversary
 - e. New Membership Pamphlets
 - f. 457B Deferred Compensation Administrative Fees
 - g. Bylaws Revisions
 - h. William & Olds Audit
 - i. Dates for Presentation from SCRES, Eric Stern, Chief Executive Officer
 - j. Membership Appreciation- Christmas 2018
- V. New Business
 - a. SCERS Draft Policy on Overtime and Expired CTO
 - b. Retirement Badge / Retirement Gift – Proposed Increase
- VI. Executive Session
- VII. Adjournment



Sacramento County Alliance of Law Enforcement

Board Meeting Minutes November 7, 2018

**SCALE
2366 Gold Meadow Way
Gold River, Ca 95670**

Board Members In Attendance

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

Others In Attendance

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

- I.** The meeting was called to order at 1211 hours. The meeting was held at the SCALE office, 2366 Gold Meadow Way, Gold River, CA 95670.
- II.** Roll Call
- III.** Approval of minutes from October 3rd, 2018.
 - a. Motion: Dan Burke
 - b. Second: Doniell Cummings
 - c. Passed: Unanimous

IV. Treasurer's Report -

Accounts (10/31/18)

General Fund 6222	201,935.11
Legal Defense Fund 3903	75,487.43
PAC Fund 3911	18,615.03
Savings 7915	26,307.38

Wells Fargo Office Acct.	1097.83
Debit Card Acct.	17.96
Total	323,460.74
<u>Fidelity (10/31/18)</u>	254,220.61

Total Cash and Investments 577,681.35

Motion: Doniell Cummings
Second: Jesse Juarez
Passed: Unanimous

V. Old Business

A. Williams & Olds Audit

- a. Steve Olds provided a draft of our financial audit and reviewed it with the Board.
- b. This report needs to be accepted prior to being moved from a draft.

B. Movie Ticket Drawing

November Winners:

Teena Bruzzzone - DCSS
Makeba Black - DCSS
Casey McKinney - DA
Thomas Curtain - DCSS

C. Joint Labor Management Meeting

- a. No new meetings have been conducted since last discussed.

D. Board Training

- a. Kim provided insight on the direction that the bylaw revision needs to head in regards to jumping in and out of membership.

E. 2018 SCALE 25th Anniversary

- a. A motion was made to approve funding the food trucks for the 25th anniversary celebration for the Membership.

Motion: Jesse Juarez

Second: Dan Burke

Passed: Unanimous

F. New Membership Pamphlets

- a. Jeremy Zerbe is still working on these.

G. 457B Deferred Compensation

- a. Kim has contacted them and is still awaiting response. Dan has also spoke with Fidelity regarding the fees and is still waiting for a response.

H. Bylaws Revisions

- a. This was the topic of the Board training conducted by Kim.

I. Date for Presentation from SCRES

- a. This has been scheduled for _____.

J. Membership Appreciation – Christmas 2018

- a. There was a motion to make the Christmas present for \$80 since there won't be party contributions this year.
- b. A discussion was had about the cost of the party contributions and if \$80 was the right amount.
- c. The original motion was amended to have the Christmas present be \$100 instead of funding individual parties with the addition that this was also boosted because of the 25th Anniversary of SCALE.

Motion: Jesse Juarez

Second: Doniell Cummings

Passed: Unanimous

VI. New Business

A. SCERS Draft Policy on OT & CTO

- a. A discussion was had regarding the Ventura Decision which defined the term "compensation earnable" in regards to OT and pensions.
- b. The recommendation by the Board of Retirement during their regular meeting on 11/5/18 was that beginning with the pay

period of December 23, 2018, SCERS will limit service credit to one (1) year in a 365-day period.

B. Retirement Badge/ Retirement Gift

- a. A discussion was had regarding the cost of the retirement badge or gift. A motion was made to raise the amount to \$200 to cover the increase in cost of this. The remaining sum of the \$200, if not spent on the gift, will be given as a check.

Motion: Jesse Juarez

Second: Dan Burke

Passed: Unanimous

C. Contracts

- a. A discussion was had regarding the status of the contracts and having them posted online.

VII. Executive Session

VIII. Adjournment

Time: 1438

Motion: Doniell Cummings

Second: Jesse Juarez

Passed: Unanimous



SCALE

***Board Meeting Agenda
Wednesday, December 5 , 2018***

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

12PM

Call to Order

- I. Roll Call
- II. Approval of Minutes from Last Meeting (November 7, 2018)
- III. Treasurer's Report
- IV. Old Business
 - a. Movie Tickets-Monthly Drawing
 - b. Board Training – Mastagni and Goyette
 - c. 2018 SCALE 25th Anniversary
 - d. New Membership Pamphlets
 - e. 457B Deferred Compensation Administrative Fees
 - f. Bylaws Revisions
 - g. William & Olds Audit
 - h. Presentation from Eric Stern SCERS CEO @ DCSS on January 31, 2018
 - i. Membership Appreciation- Christmas 2018
- V. New Business
 - a. Retirement Contribution Rates for 2019-2020
- VI. Executive Session
- VII. Adjournment



Sacramento County Alliance of Law Enforcement

Board Meeting Minutes December 5, 2018

**Crime Lab
4800 Broadway #200
Sacramento, CA 95820**

Board Members In Attendance

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

Others In Attendance

Linda Riley	Kim Gillingham	Mark Salvo
Erin Dervin	(Goyette)	(Mastagni)
(Mastagni)	Karen Buckman	Caitlin Hess
Michael Wood	Kristel Suchland	Leslie Poole
Ross Smillie	Isaac Eaquinto	Patrick Jacobs
Manuel Mejia	Allyson Avina	Lewis Fedor
Megan Wood	Catherine Currier	Brian Dedonder
Mark Bardosh		Vince Eriksen

- I.** The meeting was called to order at 1248 hours by Jeremy Zerbe. The meeting was held at the Crime Laboratory at 4800 Broadway #200, Sacramento, CA 95820.
- II.** Roll Call
- III.** Approval of minutes from November 7th, 2018.
 - a. An edit of the minutes to show that Joe Wagstaff was not present. A second edit needs to be made to show the date of the pension meeting at DCSS.
 - Motion: Joe Wagstaff
 - Second: Tanisha batts
 - Passed: Unanimous

IV. Treasurer's Report

- a. This report was read into the meeting minutes for the General Membership. The following information was what was approved.

Accounts (11/30/18)

General Fund 6222	224,870.75
Legal Defense Fund 3903	75,490.51
PAC Fund 3911	18,615.49
Savings 7915	26,308.45
Wells Fargo Office Acct.	1,075.85
Debit Card Acct.	819.61
Total	347,180.66

Fidelity (11/30/18)**254,387.30****Total Cash and Investments 601,567.96**

Motion: Doniell Cummings

Second: Joe Wagstaff

Passed: Unanimous

V. New Business (Taken out of order)**A. Ranger Holiday pay**

- a. Ross Smillie, A member of the Rangers, was inquiring about a grievance that had been filed regarding holiday pay.
- b. He said that a grievance of this nature had been filed previously and was wondering about how we keep documentation of previous grievances that have been filed for use as a reference for future grievances.
- c. Joe Wagstaff inquired of the Board and Representation if we had copies of these records and how or where they are stored for use as references.
- d. Both Law firms stated that they would have a copy as there is a need to keep these documents for 5-7 years.
- e. Discussion was had regarding maintaining a set of records within the SCALE office as well that would be accessible to Board Members. The content would include Grievances & Legal Matters, lawsuits, and criminal matters.
- f. Joe Wagstaff made a motion to maintain a database of all grievances, legal matters, lawsuits, and criminal matters that the Board would be able to access and would be stored at the SCALE office. This motion was seconded by Dan Burke.
- g. Discussion regarding this topic by the Board.

- h. The motion was then amended to: Create a database, within the law, of all legal matters, grievances, results, and litigation that SCALE is a part of.
- i. Further discussion regarding this topic. There was discussion that this could be a useful tool in handling future discussions, but also that this sort of document needs to be carefully crafted so as not to violate any laws or people's rights.
- j. The motion was then amended to state that: The Board will discuss the proper and legal way of maintaining a historical database of legal actions, such as grievances, litigation, and criminal matters, that will be retained at the SCALE office. The accessibility, format, and content of the documentation will be determined.

Motion: Joe Wagstaff

Second: Jonathan Charron

Passed: Unanimous

B. FTO pay

- a. With the new contract, some members put in for FTO pay on a full-time basis. It was brought that there is a variation in language with FTO pay throughout the state.
- b. During this conversation, a request to have the value of different portions of the contract to use as talking points during discussions of contract changes.
- c. There was a slight change in the language which, in the opinion of some of the representation, further provides strength to the argument that FTO pay will not be paid on a full-time basis.
- d. During negotiations an attempt was made to gain this benefit of full time FTO pay, but the result and the intent to change the previous practice regarding FTO pay was not agreed upon.

C. Emergency Call Outs

- a. There was a discussion had regarding how people are selected for being called out on emergency OT situations, such as the wild fire response.
- b. To address this, a suggestion was made to have a meet and confer regarding this topic which would begin with what the current language states and move forward from that point.
- c. This would be the next step to address and design a policy for this sort of situational OT.

VI. Old Business

A. Movie Ticket Drawing

December Winners:

Melissa Suarez – Crime lab
Danielle Anderson - DCSS
Ashley Simmons – DCSS
Morgan B – DA

B. 25th Anniversary

- a. There was approximately a 77% participation rate for this event with many members voicing that they would like to have something like this occur again.

C. Board Training – Mastagni and Goyette

- a. This was tabled for the next meeting.

D. New Membership Pamphlets

- a. Jeremy Z has finished some work with this task, but is still working on finalizing this.

E. 457b Deferred Compensation Administrative Fees

- a. This was discussed during the General Membership Meeting with the following record: A discussion was had regarding the fees to these accounts. The way that they are being shown has changed and we are trying to determine if the fee structure is different, or just displayed differently.

F. Bylaws Revisions

- a. Some discussion occurred during the General Membership meeting with the following record: The Bylaws are in need of some updated language and content. There is still some time before a revision will be ready for Membership approval. A revision needs a $\frac{2}{3}$ vote in order to be changed.
- b. Mark and Kim will be emailing out some wording that is being used in other Bylaws regarding the changes that we would like to make.

G. William & Olds Audit

- a. Some discussion occurred during the General Membership meeting with the following record: The audit process is complete. The taxes were filed on time and no issues were detected during the audit.

H. Presentation from Eric Stern SCERS CEO @ DCSS on January 31, 2018

- a. This presentation will occur on January 31st 2018. This talk will allow an opportunity for the membership to get direct information regarding their pensions.
- b. This talk will allow an opportunity for the membership to get direct information regarding their pensions.

I. Membership Appreciation – Christmas 2018

- a. Jeremy Z created the insert that will be going into all of the envelopes. No changes were suggested for the insert.

VII. New Business

A. Retirement Contribution Rates for 2019-2020

- a. There is not any significant increases scheduled for this time period.

B. Meeting locations for 2019

- a. The January meeting will be held at the SCALE office. A schedule of the other dates and locations will be set and emailed out to the Board by Linda.

C. Office Furniture

- a. The SCALE office furniture is needing to be updated and replaced.
- b. A motion was made to allow up to \$2500 for new office related items.

Motion: Jeremy Pollard

Second: Tanisha Batts

Passed: Unanimous

D. Secretary Stipend for Online use

- a. A motion was made to give a \$50 monthly stipend the Board Secretary for the cost incurred for online access and drafting of the meeting minutes.

Motion: Jeremy Pollard

Second: Tanisha Batts

Passed: Unanimous

VIII. Executive Session

VIII. Adjournment

Time: 1507

Motion: Jesse Juarez

Second: Tanisha Batts

Passed: Unanimous



SCALE

Quarterly General Membership Meeting

Wednesday, December 5, 2018

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

***If you plan on attending, please RSVP by emailing
info@scale.org or call (916) 858-2689 before Friday,
November 30, 2018. Lunch is provided.***

Regular Board Meeting to Follow



SCALE

General Membership Meeting Agenda Wednesday, December 5, 2018

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

12PM

- I. Call to Order
- II. Roll Call
- III. Approval of Minutes from Last Meeting (September 5, 2018)
- IV. Treasurer's Report
- V. Old Business
 - a. 2018 SCALE 25th Anniversary
 - b. Bylaws Revisions
 - c. 457B Deferred Compensation Administrative Fees
 - d. Janus vs AFSCME
- VI. New Business
 - a. Presentation from Eric Stern SCERS CEO @ DCSS on January 31, 2018
 - b. SCERS Draft Policy on Overtime and Expired CTO
 - c. SCERS Draft Policy on Service Credits
 - d. Retirement Badge / Retirement Gift Increase
 - e. William & Olds Audit
 - f. Membership Appreciation- Christmas 2018
 - g. Retirement Contribution Rates for 2019-2020
- VII. Adjournment



Sacramento County Alliance of Law Enforcement

General Membership Meeting Minutes December 5, 2018

**Crime Lab
4800 Broadway #200
Sacramento, CA 95820**

Board Members In Attendance

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

Others In Attendance

Linda Riley	Kim Gillingham	Mark Salvo
Erin Dervin	(Goyette)	(Mastagni)
(Mastagni)	Karen Buckman	Caitlin Hess
Michael Wood	Kristel Suchland	Leslie Poole
Ross Smilie	Isaac Eaquinto	Patrick Jacobs
Manuel Mejia	Allyson Avina	Lewis Fedor
Megan Wood	Catherine Currier	Brian Dedonder
Mark Bardosh		Vince Eriksen

- I.** The meeting was called to order at 1214 hours by Jeremy Zerbe. The meeting was held at the Crime Laboratory at 4800 Broadway #200, Sacramento, CA 95820.
- II.** Roll Call
- III.** Approval of minutes from September 6th, 2018.
 - a. Motion: Joe Wagstaff
 - b. Second: Tanisha batts
 - c. Passed: Unanimous
- IV. Treasurer's Report**

Accounts (11/30/18)

General Fund 6222	224,870.75
Legal Defense Fund 3903	75,490.51
PAC Fund 3911	18,615.49
Savings 7915	26,308.45
Wells Fargo Office Acct.	1,075.85
Debit Card Acct.	819.61
Total	347,180.66

Fidelity (11/30/18)**254,387.30****Total Cash and Investments 601,567.96**

Motion: Doniell Cummings

Second: Joe Wagstaff

Passed: Unanimous

V. Old Business**A. 25th Anniversary of SCALE Food Truck Event**

- a. The feedback for the Food Truck event has been positive. We did not receive any complaints and there were many requests to do this event or an event like this, again.
- b. We had approximately 77% of the membership participate.

B. Bylaws Revisions

- a. The Bylaws are in need of some updated language and content. There is still some time before a revision will be ready for Membership approval. A revision needs a $\frac{2}{3}$ vote in order to be changed.

C. 457b Deferred Compensation

- a. A discussion was had regarding the fees to these accounts. The way that they are being shown has changed and we are trying to determine if the fee structure is different, or just displayed differently.

D. Janus vs AFSCME

- a. This decision modified the idea of having fair share members. This classification of membership no longer exists and those eligible for union membership either opt in or are not members.

Accounts (11/30/18)

General Fund 6222	224,870.75
Legal Defense Fund 3903	75,490.51
PAC Fund 3911	18,615.49
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Total	347,180.66

Fidelity (11/30/18)**254,387.30****Total Cash and Investments 601,567.96**

Motion: Doniell Cummings

Second: Joe Wagstaff

Passed: Unanimous

V. Old Business**A. 25th Anniversary of SCALE Food Truck Event**

- a. The feedback for the Food Truck event has been positive. We did not receive any complaints and there were many requests to do this event or an event like this, again.
- b. We had approximately 77% of the membership participate.

B. Bylaws Revisions

- a. The Bylaws are in need of some updated language and content. There is still some time before a revision will be ready for Membership approval. A revision needs a $\frac{2}{3}$ vote in order to be changed.

C. 457b Deferred Compensation

- a. A discussion was had regarding the fees to these accounts. The way that they are being shown has changed and we are trying to determine if the fee structure is different, or just displayed differently.

D. Janus vs AFSCME

- a. This decision modified the idea of having fair share members. This classification of membership no longer exists and those eligible for union membership either opt in or are not members.

VII. New Business

- A. Presentation from Erin Stern SCERS - CEO presentation at DCSS
 - a. This presentation will occur on January 31st 2018. This talk will allow an opportunity for the membership to get direct information regarding their pensions.
 - b. This talk will allow an opportunity for the membership to get direct information regarding their pensions.
- B. SCERS Draft Policy on Overtime and Expired CTO
 - a. This draft related to service credits and the ability to earn more than 1 year worth of service credits in 1 year.
 - b. Due to the Ventura decision, this is no longer able to happen. Overtime and expired CTO fall into this category of time that will not be added to extend the 1 year worth of service.
- C. Retirement Badge / Retirement Gift Increase
 - a. The Board voted to increase the amount that will be used to gift a member who has retired. The increase to \$200 will help to offset the increase in getting a badge mounted. The difference in cost, if the gift costs less than the \$200 will be given to the member in the form of a check.
- D. William and Olds Audit
 - a. The audit process is complete. The taxes were filed on time and no issues were detected during the audit.
- E. Member Appreciation 2018
 - a. There was an increase to the Christmas gifts for the membership. We did not decide to offer money for individual parties for different units this year.
- F. Retirement Contribution Rates for 2019-2020
 - a. There is not any significant increases scheduled for this time period.

VIII. Adjournment

Time: 1240

Motion: Dan Burke

Second: Jeremy Pollard

Passed: Unanimous

