



SCALE

***Board Meeting Agenda
Wednesday, January 6, 2021***

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

***Board Members Only
General Members – Virtual Meeting***

Call to Order

- I. Roll Call
- II. Approval of Minutes from Last Meeting (December 2, 2020)
- III. Treasurer's Report
- IV. Old Business
 - a. Sacramento County- Covid-19 Updates
 - b. DA Policy Manual
 - c. Update - Contract Negotiations 2021
 - d. Reopening of DCSS Lobby Concerns
 - e. Coroners Representative Position
 - f. County Transportation Policy
 - g. SCALE App
 - h. 2021 Board Meeting Locations
- V. New Business
 - a. Update Procedures for Enrolling in Union
- VI. Executive Session
- VII. Adjournment



SCALE

Board Meeting Minutes
Wednesday, January 6, 2021

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

Board Members In Attendance

Randy Bickel	Corey Morgan	Jonathan Charron
Daniel Burke	Jo Wagstaff	Arla Graeff
Jeff Gordon	Kirsten Alvarez	Heather Jeter

Others In Attendance

Linda Riley	Kim Gillingham	Jerry Camous
Joe Hofmann	(Goyette)	(Mastagni)
(Mastagni)	Desiree Dudley	Rhett Thompson
	Dani Gray	

- I.** The meeting was officially called to order at 1205 hours by Randy Bickel. The meeting was held at the SCALE Office, 2366 Gold Meadow Way, Gold River, CA 95670. The meeting was attended by most of the Board in person, and by everyone else via Zoom.
- II.** Roll Call
- III.** Approval of minutes from 12/2/2020.
 - a. Motion: Jeff Gordon
 - b. Second: Dan Burke
 - c. Passed: 7 yeas, no nays, C. Morgan abstained. Motion passed.

IV. Treasurer's Report**Accounts (12/31/2020)**

General Fund 6222	142,246.85
Legal Defense Fund 3903	73,654.47
PAC Fund 3911	19,989.09
Savings 7915	126,358.61
Wells Fargo Office Acct.	1,263.66
Debit Card Acct.	583.39
Total	364,096.07

Fidelity (12/31/2020)**264,179.89****Total Cash and Investments 628,275.96**

Motion: Corey Morgan
 Second: Jonathan Charron
 Passed: Unanimous

V. Old Business

- A. Sacramento County – COVID-19 Updates
 - a. Judy Burr has been keeping Randy Bickel updated with any of our units being affected.
 - b. Cal OSHA has expanded their requirements for reporting and notifications when there is a positive test at a location.

- B. DA Policy Manual
 - a. Jerry will sit down with Mark to get caught up to speed on the progress of this. Jo gave Jerry some information about what has been done up to this point.

- C. Contract Negotiations 2021
 - a. There is still not a confirmed update. There has been some movement from the County but nothing set as far as meetings as of yet.

- D. Reopening of DCSS Lobby Concerns
 - a. The lobby has been closed once again. This will be removed from the agenda until this becomes an issue again.

- E. Coroners Representative Position
 - a. Jonathan and Randy have both reached out to some members to try and get this position filled.

- F. County Transportation Policy
 - a. Mark has had another meeting with the arbitrator. Jerry will reach out to Mark in order to get an update on this topic.

- G. SCALE App
 - a. Tabled for the next meeting.

- H. 2021 Board Meeting Locations
 - a. We will continue to offer a hybrid meeting option until further notice. February meeting will be held at the Parks Office.

VI. New Business

- A. Updated Procedures for Enrolling in Union
 - a. This has been tabled.

- B. LESU Representative
 - a. There was a motion to appoint Jeff Gordon to fill the LESU Representative for the remainder of the term.

Motion: Corey Morgan

Second: Jo Wagstaff

Passed: Unanimous

- C. Park Ranger Joe Macias
 - a. Jeremy Pollard passed on a message that Ranger Joe Macias is having some serious medical issues. A discussion about some food assistance to the family will be conducted via email once more details are known about the situation.

VII. Executive Session

VIII. Adjournment

Time: 1304

Motion: Dan Burke

Second: Corey Morgan

Passed: Unanimous



SCALE

***Board Meeting Agenda
Wednesday, February 3, 2021***

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

***Board Members Only
General Members – Virtual Meeting***

Call to Order

- I. Roll Call
- II. Approval of Minutes from Last Meeting (January 6, 2021)
- III. Treasurer's Report
- IV. Old Business
 - a. Sacramento County- Covid-19 Updates
 - b. DA Policy Manual
 - c. Update - Contract Negotiations 2021
 - d. Coroners Representative Position
 - e. County Transportation Policy
 - f. SCALE App
 - g. Update Procedures for Enrolling in Union
- V. New Business
 - a. None
- VI. Executive Session
- VII. Adjournment



SCALE

**Board Meeting Agenda
Wednesday, February 3, 2021**

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

Board Members In Attendance

Randy Bickel	Corey Morgan	Jonathan Charron
Daniel Burke	Jo Wagstaff	Arla Graeff
Jeff Gordon	Kirsten Alvarez	Heather Jeter

Others In Attendance

Linda Riley	Kim Gillingham	Jerry Camous
Joe Hofmann	(Goyette)	(Mastagni)
(Mastagni)	Catie Hess	Rhett Thompson

- I.** The meeting was officially called to order at 1205 hours by Randy Bickel. The meeting was held at the Park Rangers Office, 10361 Rockingham Dr. Ste 100, Sacramento, CA 95827. The meeting was attended by most of the Board in person, and by everyone else via Zoom.

- II.** Roll Call

- III.** Approval of minutes from 1/6/2021.
 - a. Motion: Corey Morgan
 - b. Second: Dan Burke
 - c. Passed: Unanimous - Motion passed.

IV. Treasurer's Report**Accounts (1/31/2021)**

General Fund 6222	118,752.90
Legal Defense Fund 3903	81,220.73
PAC Fund 3911	23,885.46
Savings 7915	126,360.59
Wells Fargo Office Acct.	1,056.44
Debit Card Acct.	926.42
Total	352,202.54

Fidelity (1/31/2021)**264,144.36****Total Cash and Investments 616,346.90**

Motion: Jo Wagstaff
 Second: Corey Morgan
 Passed: Unanimous

V. Old Business**A. Sacramento County – COVID-19 Updates**

- a. OSHA has stated some information about benefits and revenue regarding staying at home from COVID-19 related leaves.
- b. The guidance states that if one can telework, the employer must allow for this.

B. DA Policy Manual

- a. Jerry stated that nothing is back from the county at this point. Some of these changes have already been implemented and we are waiting to hear which portions need to be reviewed next.

C. Contract Negotiations 2021

- a. There is still not a confirmed update. There has been some movement from the County but nothing set as far as meetings as of yet.

D. Coroners Representative Position

- a. Jonathan and Randy have both reached out to some members to try and get this position filled.

E. County Transportation Policy

- a. Mark has sent an update about this. A proposed side letter has been proposed that eliminates the old side letter agreement.
- b. The County was going to create a map with a 5 mile radius from the County line. We will get a map together of our own and generate a list of those members that might be affected by this change. This will give us a good measure of how many people this change might involve.

F. SCALE App

- a. Tabled for the next meeting.

G. Updated Procedures for Enrolling in Union

- a. Randy and Linda will work on this topic.

VI. New Business

A. Process Server Vendor

- a. The County wishes to use 71-J in the Sacramento County Charter to contract out process servers. We have not previously objected, but we are requesting the County send us the cost and hours used. From this analysis, we will move forward with an objection or continue to not object.

Note: The meeting was suspended at 1306 by Randy Bickel to conduct the PAC meeting for all in attendance prior to beginning the Executive Session. The Board meeting was called back to order at 1323 by Randy Bickel.

VII. Executive Session

VIII. Adjournment

Time: 1334

Motion: Corey Morgan

Second: Dan Burke

Passed: Unanimous



SCALE

***Board Meeting Agenda
Wednesday, March 3, 2021***

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

***Board Members Only
General Members – Virtual Meeting***

Call to Order

- I. Roll Call
- II. Approval of Minutes from Last Meeting (February 3, 2021)
- III. Treasurer's Report
- IV. Old Business
 - a. Sacramento County- Covid-19 Updates
 - b. DA Policy Manual
 - c. Update - Contract Negotiations 2021
 - d. Coroners Representative Position
 - e. Take Home Vehicle Policy
 - f. SCALE App
 - g. Update Procedures for Enrolling in Union
- V. New Business
 - a. PORAC LTD Policy Change to MetLife April 2021
- VI. Executive Session
- VII. Adjournment



SCALE

*Board Meeting Minutes
Wednesday, March 3, 2021*

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

Board Members In Attendance

Randy Bickel	Corey Morgan	Jonathan Charron
Daniel Burke	Jo Wagstaff	Arla Graeff
Jeff Gordon	Kirsten Alvarez	Heather Jeter

Others In Attendance

Linda Riley	Kim Gillingham	Jerry Camous
Joe Hofmann (Mastagni)	(Goyette)	(Mastagni)

- I.** The meeting was officially called to order at 1242 hours by Corey Morgan. The meeting was held at the Park Rangers Office, 10361 Rockingham Dr. Ste 100, Sacramento, CA 95827. The meeting was attended by the Board in person and was available by everyone else via Zoom.
- II.** Roll Call
- III.** Approval of minutes from 2/3/2021.
 - a. Motion: Corey Morgan
 - b. Second: Jeff Gordon
 - c. Passed: Unanimous

IV. Treasurer's Report

Accounts (2/28/2021)

General Fund 6222	126,956.50
Legal Defense Fund 3903	81,221.96
PAC Fund 3911	23,885.82
Savings 7915	126,362.50
Wells Fargo Office Acct.	874.85
Debit Card Acct.	904.44
Total	360,206.07

Fidelity (2/28/2021)

264,094.73

Total Cash and Investments 624,300.80

Note: This was read into the minutes during the General Membership Meeting. This is a copy of what was read into the minutes.

Motion: Jonathan Charron
Second: Jeff Gordon
Passed: Unanimous

V. Old Business

- A. Sacramento County – COVID-19 Updates
 - a. This was covered in the General Membership Meeting. I have included the notes from that meeting below.
 - b. A grievance has been initiated in an attempt to have some time returned, including the wellness day incentive.

- B. DA Policy Manual
 - a. This was covered in the General Membership Meeting. I have included the notes from that meeting below.

 - b. This was put on a hard stop for the time being. A follow up meeting has been set to continue work on this topic. It appears this will be handled by looking at 5-10 policies at a time meaning that the Lexipoll policies will be slowly rolled out.

- C. Contract Negotiations 2021
 - a. This was covered in the General Membership Meeting. I have included the notes from that meeting below.

- b. Kim has reached out to Ann Edwards. There is an offer of a one-year extension with a 1% in July, and another 1% in December. We are still seeking to meet face to face prior to considering the options.

D. Coroners Representative Position

- a. This was covered in the General Membership Meeting. I have included the notes from that meeting below.
- b. Both Randy and Jonathan have reached out to multiple coroner deputies to fill this position. Jonathan will continue to email meeting notifications and communications with the coroners until a representative is elected.

E. SCALE App

- a. This was covered in the General Membership Meeting. I have included the notes from that meeting below.
- b. No further work on this item has been completed at this time.

F. Take Home Vehicle Policy

- a. We are on a finalization of the map. The side letter says should any department head want to pull back a car, a meet & confer should happen. This process went through a mediation process.
- b. A motion was made to accept the side letter.

Motion: Corey Morgan

Second: Jo Wagstaff

Passed: Unanimous

G. Updated Procedures for Enrolling in Union

- a. Linda has come up with some new forms to use in order to keep track of those eligible members who decide not to enroll in the Union. This will eliminate questions about if they have been approached by a rep, if they have previously declined, or if they have changed their mind and wish to enroll.
- b. With this change and addition of paperwork, in order to give everyone an opportunity to sign up, a motion was made to wave the 60 day enrollment period fee until the close of business on April 16th.

Motion: Corey Morgan

Second: Jeff Gordon

Passed: Unanimous

VI. New Business

A. PORAC LTD Policy Change to MetLife April 2021

- a. This was covered in the General Membership Meeting. I have included the notes from that meeting below.

- b. The premiums did not go up and this change is for the 031 group. The change will occur after March 31st.

B. Swag Purchases

- a. A motion was made to provide Linda a \$300 budget to purchase swag for the membership.

Motion: Randy Bickel

Second: Corey Morgan

Passed: Unanimous

C. Board Meetings

- a. The April, May, and June Board meetings will be held at the Park Rangers location.

VII. Executive Session

VIII. Adjournment

Time: 1337

Motion: Corey Morgan

Second: Jeff Gordon

Passed: Unanimous



SCALE

General Membership Meeting Agenda Wednesday, March 3, 2021

12 PM Virtual Meeting Zoom Meeting Information

<https://us02web.zoom.us/j/85412992736?pwd=MWJDb3RETG90OU1KK1V3OXRTZjZZUT09>

Meeting ID: 854 1299 2736

Passcode: 922036

One tap mobile

+16699006833,,85412992736#,,,,*922036# US (San Jose)

+12532158782,,85412992736#,,,,*922036# US (Tacoma)

- I. Call to Order
- II. Roll Call
- III. Approval of Minutes from Last Meeting (December 2, 2020)
- IV. Treasurer's Report
- V. Old Business
 - a. Sacramento County Covid-19 Updates
 - b. DA Manual
 - c. Contract Negotiations 2021 Update
 - d. Coroners Representative Position
 - e. SCALE App
- VI. New Business
 - a. PORAC LTD Policy Change to MetLife April 2021
- VII. Adjournment



SCALE

**General Membership Meeting Minutes
Wednesday, March 3, 2021**

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

Board Members In Attendance

Randy Bickel	Corey Morgan	Jonathan Charron
Daniel Burke	Jo Wagstaff	Arla Graeff
Jeff Gordon	Kirsten Alvarez	Heather Jeter

Others In Attendance

Linda Riley	Kim Gillingham	Jerry Camous
Joe Hofmann (Mastagni)	(Goyette) Rhett Thompson	(Mastagni)

- I.** The meeting was officially called to order at 1210 hours by Corey Morgan. The meeting was held at the Park Rangers Office, 10361 Rockingham Dr. Ste 100, Sacramento, CA 95827. The meeting was attended by most of the Board in person, and by everyone else via Zoom.
- II.** Roll Call
- III.** Approval of minutes from 12/2/2021.
 - a. Motion: Jeff Gordon
 - b. Second: Kirsten Alvarez
 - c. Passed: 5 yeas, 0 nays, Corey Morgan abstained

IV. Treasurer's Report**Accounts (2/28/2021)**

General Fund 6222	126,956.50
Legal Defense Fund 3903	81,221.96
PAC Fund 3911	23,885.82
Savings 7915	126,362.50
Wells Fargo Office Acct.	874.85
Debit Card Acct.	904.44
Total	360,206.07

Fidelity (2/28/2021)**264,094.73****Total Cash and Investments 624,300.80**

Motion: Jonathan Charron

Second: Jeff Gordon

Passed: Unanimous

V. Old Business**A. Sacramento County – COVID-19 Updates**

- a. A grievance has been initiated in an attempt to have some time returned, including the wellness day incentive.

*Randy Bickel arrived at the meeting and led the meeting from here on out.

B. DA Policy Manual

- a. This was put on a hard stop for the time being. A follow up meeting has been set to continue work on this topic. It appears this will be handled by looking at 5-10 policies at a time meaning that the Lexipoll policies will be slowly rolled out.

C. Contract Negotiations 2021

- a. Kim has reached out to Ann Edwards. There is an offer of a one-year extension with a 1% in July, and another 1% in December. We are still seeking to meet face to face prior to considering the options.

D. Coroners Representative Position

- a. Both Randy and Jonathan have reached out to multiple coroner deputies to fill this position. Jonathan will continue to email meeting notifications and communications with the coroners until a representative is elected.

E. SCALE App

- a. No further work on this item has been completed at this time.

VI. New Business

A. PORAC LTD Policy Change to MetLife April 2021

- a. The premiums did not go up and this change is for the 031 group. The change will occur after March 31st.

VII. Adjournment

Time: 1242

Motion: Corey Morgan

Second: Jeff Gordon

Passed: Unanimous



SCALE

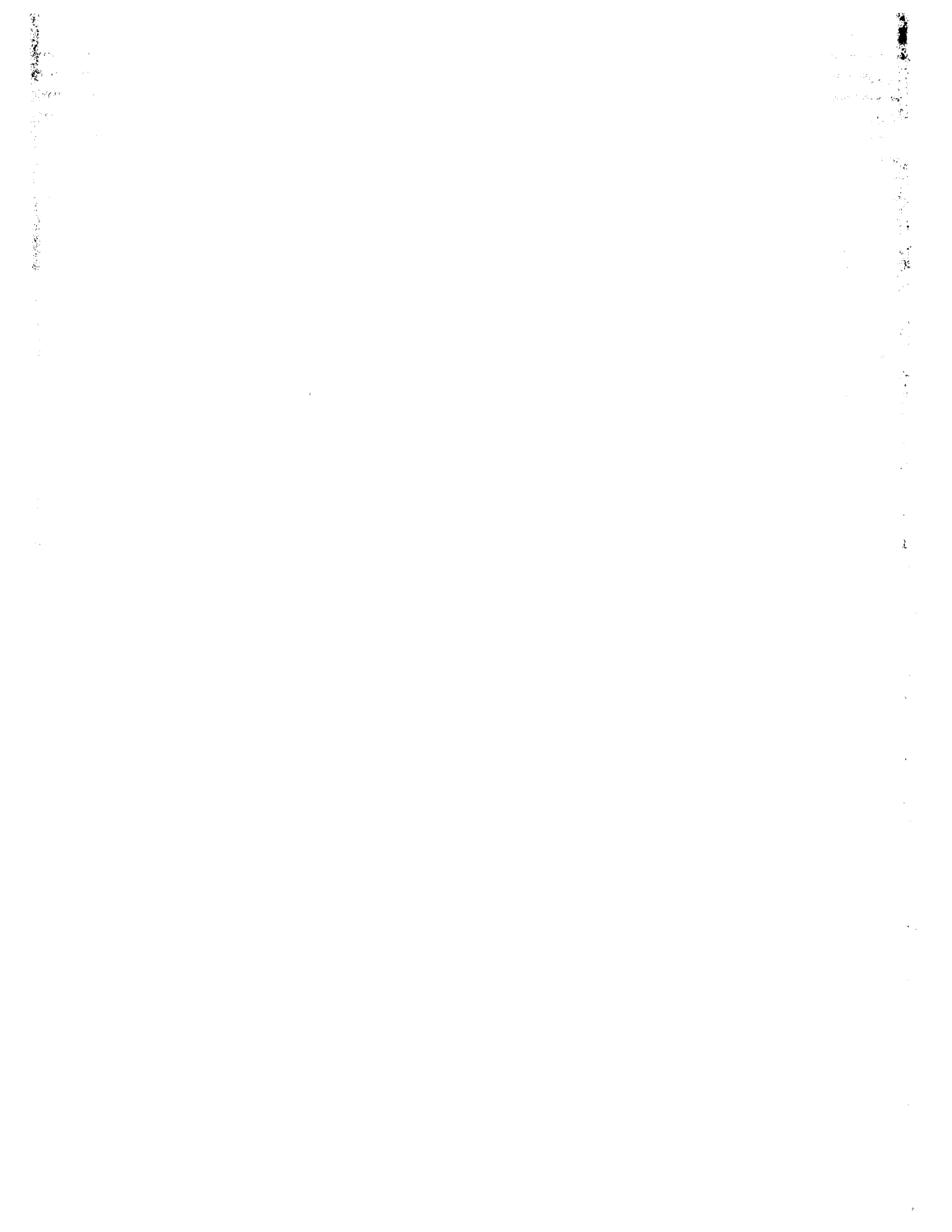
***Board Meeting Agenda
Wednesday, April 7 , 2021***

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

***Board Members Only
General Members – Virtual Meeting***

Call to Order

- I. Roll Call
- II. Approval of Minutes from Last Meeting (March 3, 2021)
- III. Treasurer's Report
- IV. Old Business
 - a. Sacramento County- Covid-19 Updates
 - b. DA Policy Manual
 - c. Update - Contract Negotiations 2021
 - d. SCALE App
 - e. Update Union Enrollment
- V. New Business
 - a. SCALE Hosting PORAC Valley Chapter Thurs. September 17, 2021
 - b. 2021 Mary Zenor Scholarship
- VI. Executive Session
- VII. Adjournment





SCALE

*Board Meeting Minutes
Wednesday, April 7, 2021*

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

Board Members In Attendance

Randy Bickel	Corey Morgan	Jonathan Charron
Daniel Burke	Jo Wagstaff	Arla Graeff
Jeff Gordon	Kirsten Alvarez	Heather Jeter

Others In Attendance

Linda Riley	Kim Gillingham	Jerry Camous
Joe Hofmann (Mastagni)	(Goyette) Jean Wright	(Mastagni) Craig Triebold
	Rhett Thompson	

- I.** The meeting was officially called to order at 1209 hours by Randy Bickel. The meeting was held at the Park Rangers Office, 10361 Rockingham Dr. Ste 100, Sacramento, CA 95827. The meeting was attended by the Board in person and was available by everyone else via Zoom.
- II.** Roll Call
- III.** Approval of minutes from 3/3/2021.
 - a. Motion: Corey Morgan
 - b. Second: Jo Wagstaff
 - c. Passed: Unanimous

IV. Treasurer's Report

Accounts (3/31/2021)

General Fund 6222	131,638.15
Legal Defense Fund 3903	81,223.41
PAC Fund 3911	23,886.25
Savings 7915	126,364.75
Wells Fargo Office Acct.	1,128.52
Debit Card Acct.	1,705.96
Total	365,947.04

Fidelity (3/31/2021)

264,468.88

Total Cash and Investments 630,415.92

Motion: Jeff Gordon
Second: Corey Morgan
Passed: Unanimous

V. Old Business

A. Sacramento County – COVID-19 Updates

- a. There was a Federal extension of some of the COVID-19 benefits for time off. This was passed on March 29th, but is retroactively applied from January 1st 2021. If a member had to use their own personal time for a COVID-19 related reason, they should be able to have that time restored.

B. DA Policy Manual

- a. 5 topics were recently approved and added. This is slowly being rolled out at 5-10 policies at a time. A social Media policy has also been issued.

C. Contract Negotiations 2021

- a. There is not currently an update on the safety portion at this point. Some of the other unions have accepted the extension in the county at this point.
- b. The following bullets were discussed at the end of the meeting but are related to this topic.
- c. A motion was made to have Jerry & Kim go to Matt to enter in the 1-year extension offer along with a "me too" clause and maintenance of membership for the safety tier.

Motion: Corey Morgan
Second: Dan Burke
Passed: Unanimous

- d. A motion was made that if we do not get the agreement of the "me too" clause, we will still accept the proposal without this component.

Motion: Jeff Gordon
Second: Corey Morgan
Passed: Unanimous

D. SCALE App

- a. No further work on this item has been completed at this time. Randy will follow up with Jeremy on this item.

E. Updated Procedures for Enrolling in Union

- a. Linda has come up with some new forms to use in order to keep track of those eligible members who decide not to enroll in the Union. This will eliminate questions about if they have been approached by a rep, if they have previously declined, or if they have changed their mind and wish to enroll.

VI. New Business

A. SCALE is Hosting the PORAC Valley Chapter Meeting on September 7, 2021

- a. Jo will get confirmation that the SPOA building may be reserved for this event.
- b. Randy will contact the secretary for an RSVP list.

B. Establishing a Gifting Policy

- a. A discussion about establishing a guideline for gift giving was had. The Board will think about parameters that they would like to set forth to establish this protocol. There is a possibility that this action will require a change in the bylaws.

C. Flag and Badge Mount for

- a. A motion was made to purchase a badge and flag mount at a cost not to exceed \$500.

Motion: Jo Wagstaff
Second: Corey Morgan
Passed: Unanimous

D. Mary Zenor Scholarship Award 2021

- a. The new committee for this award (Jonathan Charron, Corey Morgan, and Arla Graeff) will look over the previous years material and update it for this upcoming year.

NOTE: The Board meeting was suspended from 1301 to 1314 to conduct the PAC meeting.

VII. Executive Session

VIII. Adjournment

Time: 1408
Motion: Dan Burke
Second: Jeff Gordon
Passed: Unanimous



SCALE

***Board Meeting Agenda
Wednesday, May 5, 2021***

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

***Board Members Only
General Members – Virtual Meeting***

Call to Order

- I. Roll Call
- II. Approval of Minutes from Last Meeting (April 7, 2021)
- III. Treasurer's Report
- IV. Old Business
 - a. Sacramento County- Covid-19 Updates
 - b. DA Policy Manual
 - c. Update - Contract Negotiations 2021
 - d. SCALE App
 - e. Update Union Enrollment
 - f. 2021 Mary Zenor Scholarship
 - g. PORAC Valley Chapter Meeting -September 17,2021
- V. New Business
 - a. Law Enforcement Chaplaincy
 - b.
- VI. Executive Session
- VII. Adjournment



SCALE

***Board Meeting Minutes
Wednesday, May 5, 2021***

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

Board Members In Attendance

Randy Bickel	Corey Morgan	Jonathan Charron
Daniel Burke	Jo Wagstaff	Arla Graeff
Jeff Gordon	Kirsten Alvarez	Heather Jeter

Others In Attendance

Linda Riley	Kim Gillingham	Jerry Camous
Joe Hofmann (Mastagni)	(Goyette) Dani Gray	(Mastagni) Zhanna Khabatyuk

- I.** The meeting was officially called to order at 1208 hours by Randy Bickel. The meeting was held at the Park Rangers Office, 10361 Rockingham Dr. Ste 100, Sacramento, CA 95827. The meeting was attended by the Board in person and was available by everyone else via Zoom.
- II.** Roll Call
- III.** Approval of minutes from 4/7/2021
 - a. Motion: Dan Burke
 - b. Second: Jeff Gordon
 - c. Passed: Unanimous

IV. Treasurer's Report

Accounts (4/30/2021)

General Fund 6222	146,277.98
Legal Defense Fund 3903	81,224.73
PAC Fund 3911	23,886.64
Savings 7915	126,366.80
Wells Fargo Office Acct.	903.92
Debit Card Acct.	1,683.98
Total	380,344.05

Fidelity (4/30/2021) **264,479.12**

Total Cash and Investments 644,823.17

Motion: Jeff Gordon
Second: Jonathan Charron
Passed: Unanimous

V. Old Business

A. Sacramento County – COVID-19 Updates

- a. There is no further update on this topic. As we approach summer, the access to the family leave will become more narrow.

B. DA Policy Manual

- a. 5 topics were recently approved and added and there will continue to be meet and confers over 5 policy blocks at a time.

C. Contract Negotiations 2021

- a. The offer has been accepted and Jerry will send a letter on behalf of 031 and Kim will send a letter on behalf of 002/004.

D. SCALE App

- a. No further work on this item has been completed at this time. Randy will follow up with Jeremy on this item.

- E. Updated Procedures for Enrolling in Union
 - a. We are waiting for 21 people to respond. The extension period will go until the June meeting.
- F. 2021 Mary Zenor Scholarship
 - a. The details have been discussed for the topic and accepted by the Board. Linda will send out the details to the Reps shortly.
- G. PORAC Valley Chapter Meeting – September 9th, 2021.
 - a. Jo has gotten confirmation of the date at SPOA for this event.

VI. New Business

A. Law Enforcement Chaplaincy

- a. A motion was made to approve a \$1000 donation to the Law Enforcement Chaplaincy.

Motion: Dan Burke
Second: Kirsten Alvarez
Passed: Unanimous

B. Retirement Timeline

- a. A discussion was had about a member who has served for 6 years and if they are entitled to the retirement gift. The Board discussed and agreed that this was an acceptable time for this benefit.

Note: The meeting was suspended from 1259 to 1314 for the PAC meeting.

VII. Executive Session

VIII. Adjournment

Time: 1326
Motion: Dan Burke
Second: Jeff Gordon
Passed: Unanimous



SCALE

***Board Meeting Agenda
Wednesday, June 2, 2021***

***SCALE Office
2366 Gold Meadow Dr.
Gold River, CA 95670***

***Board Members Only
General Members – Virtual Meeting***

Call to Order

- I. Roll Call
- II. Approval of Minutes from Last Meeting (May 5, 2021)
- III. Treasurer's Report
- IV. Old Business
 - a. Sacramento County- Covid-19 Updates
 - b. DA Policy Manual
 - c. SCALE App
 - d. Update Union Enrollment
 - e. 2021 Mary Zenor Scholarship
 - f. PORAC Valley Chapter Meeting -September 9, 2021
- V. New Business
 - a. PORAC Legal Defense Increase
- VI. Executive Session
- VII. Adjournment



SCALE

*Board Meeting Minutes
Wednesday, June 2, 2021*

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

Board Members In Attendance

Randy Bickel	Corey Morgan	Jonathan Charron
Daniel Burke	Jo Wagstaff	Arla Graeff
Jeff Gordon	Kirsten Alvarez	Heather Jeter

Others In Attendance

Linda Riley	Kim Gillingham	Jerry Camous
Joe Hofmann	(Goyette)	(Mastagni)
(Mastagni)	Rhett Thompson	Keon Bryant
Makeba Black	Michael Burba	

- I.** The meeting was officially called to order at 1216 hours by Randy Bickel. The meeting was held at the SCALE Office, 2366 Gold Meadow Dr., Gold River, CA 95670. The meeting was attended by the Board in person and was available to everyone else via Zoom.
- II.** Roll Call
- III.** Approval of minutes from 5/5/2021

Note: A change on the attendance of Randy Bickel on the minutes, and a change of Randy Bickel to Corey Morgan for calling the meeting to order will be made to the minutes.

- a. Motion: Corey Morgan
- b. Second: Jeff Gordon
- c. Passed: Unanimous

IV. Treasurer's Report

Note: This was read into the minutes during the General Membership Meeting. Here is the summary of the Treasurer's report:

Accounts (5/31/2021)

General Fund 6222	159,543.19
Legal Defense Fund 3903	81,225.96
PAC Fund 3911	23,887.00
Savings 7915	126,368.71
Wells Fargo Office Acct.	767.43
Debit Card Acct.	1,494.53
Total	393,286.82

Fidelity (4/30/2021)**264,476.59**

Total Cash and Investments 657,763.41

Motion: Corey Morgan

Second: Jeff Gordon

Passed: Unanimous

V. Old Business**A. Sacramento County – COVID-19 Updates**

- a. This was discussed in the General Membership Meeting.
- b. There is no further update on this topic. As we approach summer. We will continue to watch as COVID-19 policy changes occur.

B. DA Policy Manual

- a. This was discussed in the General Membership Meeting.
- b. There will continue to be meet and confers over 5 policy blocks at a time.

C. SCALE App

- a. Randy will discuss this topic with Jeremy Pollard to evaluate when this can be finished and sent out.

D. Update Union Enrollment

IV. Treasurer's Report

Note: This was read into the minutes during the General Membership Meeting. Here is the summary of the Treasurer's report:

Accounts (5/31/2021)

General Fund 6222	159,543.19
Legal Defense Fund 3903	81,225.96
PAC Fund 3911	23,887.00
Savings 7915	126,368.71
Wells Fargo Office Acct.	767.43
Debit Card Acct.	1,494.53
Total	393,286.82

Fidelity (4/30/2021) **264,476.59**

Total Cash and Investments 657,763.41

Motion: Corey Morgan
Second: Jeff Gordon
Passed: Unanimous

V. Old Business

- A. Sacramento County – COVID-19 Updates
 - a. This was discussed in the General Membership Meeting.
 - b. There is no further update on this topic. As we approach summer. We will continue to watch as COVID-19 policy changes occur.
- B. DA Policy Manual
 - a. This was discussed in the General Membership Meeting.
 - b. There will continue to be meet and confers over 5 policy blocks at a time.
- C. SCALE App
 - a. Randy will discuss this topic with Jeremy Pollard to evaluate when this can be finished and sent out.
- D. Update Union Enrollment

- a. We have successfully decreased the number of unknown individuals on their enrollment status update. We will continue to provide the reps with lists of those that have not joined or have not filled out the declination of enrollment statement.

E. 2021 Mary Zenor Scholarship

- a. This was discussed in the General Membership Meeting.
- b. The deadline for application is June 18th. The scholarship committee will then score the essays and announce a winner.

F. PORAC Valley Chapter Meeting – September 9, 2021

- a. This was discussed in the General Membership Meeting.
- b. The meeting has been scheduled and will be held at SPOA.

VI. New Business

A. PORAC Legal Defense Increase

- a. Our LD was increased a significant amount due to usage. This increase will be from approximately 19.30 per person to 28.05 per person. The 031 currently carries non-scope coverage which is approximately 5 per member per month. We will explore options about coverage and the cost of these differences. Linda will email this notification out.

B. Food Truck Event

- a. A motion was made to allow for the research and pricing of a food truck event for the membership. Jonathan will get quotes and details on this event.

Motion: Corey Morgan

Second: Dan Burke

Passed: Unanimous

Note: The meeting was suspended at 12:42 to start the PAC meeting. The meeting was reopened at 12:53.

VII. Executive Session

VIII. Adjournment

Time: 1348

Motion: Corey Morgan

Second: Dan Burke

Passed: Unanimous



SCALE

**General Membership Meeting Agenda
Wednesday, June 2, 2021
12 PM
Virtual Meeting**

Join Zoom Meeting

<https://us02web.zoom.us/j/86049434694?pwd=MUhkaGhWWXVIRU43K2Ntb01RMVZuZz09>

Meeting ID: 860 4943 4694

Passcode: 875426

One tap mobile

+16699006833,,86049434694#,,,,*875426# US (San Jose)

+12532158782,,86049434694#,,,,*875426# US (Tacoma)

Dial by your location

+1 669 900 6833 US (San Jose)

+1 253 215 8782 US (Tacoma)

- I. Call to Order
- II. Roll Call
- III. Approval of Minutes from Last Meeting (March 3, 2021)
- IV. Treasurer's Report
- V. Old Business
 - a. Sacramento County Covid-19 Updates
 - b. DA Manual
 - c. Results from Contract Extensions 2021
 - d. Coroners Representative Position
- VI. New Business
 - a. Mary Zenor Scholarship- Deadline June 18, 2021
 - b. PORAC Valley Chapter Meeting September 9, 2021Adjournment



SCALE

**General Membership Meeting Minutes
Wednesday, June 2, 2021**

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

Board Members In Attendance

Randy Bickel	Corey Morgan	Jonathan Charron
Daniel Burke	Jo Wagstaff	Arla Graeff
Jeff Gordon	Kirsten Alvarez	Heather Jeter

Others In Attendance

Linda Riley	Kim Gillingham	Jerry Camous
Joe Hofmann	(Goyette)	(Mastagni)
(Mastagni)	Rhett Thompson	Keon Bryant
Makeba Black	Michael Burba	

- I.** The meeting was officially called to order at 1208 hours by Randy Bickel. The meeting was held at the SCALE Office, 2366 Gold Meadow Dr., Gold River, CA 95670. The meeting was attended by the Board in person and was available to everyone else via Zoom.
- II.** Roll Call
- III.** Approval of minutes from 3/3/2021
 - a. Motion: Corey Morgan
 - b. Second: Jeff Gordon
 - c. Passed: Unanimous

IV. Treasurer's Report

Accounts (5/31/2021)

General Fund 6222	159,543.19
Legal Defense Fund 3903	81,225.96
PAC Fund 3911	23,887.00
Savings 7915	126,368.71
Wells Fargo Office Acct.	767.43
Debit Card Acct.	1,494.53
Total	393,286.82

Fidelity (4/30/2021) **264,476.59**

Total Cash and Investments 657,763.41

Motion: Corey Morgan
Second: Jeff Gordon
Passed: Unanimous

V. Old Business

- A. Sacramento County – COVID-19 Updates
 - a. There is no further update on this topic. As we approach summer. We will continue to watch as COVID-19 policy changes occur.
- B. DA Policy Manual
 - a. There will continue to be meet and confers over 5 policy blocks at a time.
- C. Contract Negotiations 2021
 - a. Both the contract extensions have been passed by the membership.
- D. Coroners Representative Position
 - a. We will continue to look for someone to fill this seat on the Board. Jonathan and Randy will continue to share information with their coroner deputy contacts.

VI. New Business

- A. Mary Zenor Scholarship – Deadline June 18, 2021

- a. The deadline for application is June 18th. The scholarship committee will then score the essays and announce a winner.

B. PORAC Valley Chapter Meeting September 9th, 2021.

- a. The meeting has been scheduled and will be held at SPOA.

VII. Adjournment

Time: 1215

Motion: Dan Burke

Second: Jeff Gordon

Passed: Unanimous



SCALE

**Board Meeting Agenda
Wednesday, July 7, 2021 @ 12:00PM**

**SCALE Office
2366 Gold Meadow Dr.
Gold River, CA 95670**

Join Zoom Meeting

<https://us02web.zoom.us/j/85698336388?pwd=TUdDNjhLYkJHamgrNORHa205b2g2Zz09>

Meeting ID: 856 9833 6388

Passcode: 244070

One tap mobile

+16699006833,,85698336388#,,,,*244070# US (San Jose)

Call to Order

- I. Roll Call
- II. Approval of Minutes from Last Meeting (June 2, 2021)
- III. Treasurer's Report
- IV. Old Business
 - a. Sacramento County- Covid-19 Updates
 - b. DA Policy Manual
 - c. SCALE App
 - d. Update Union Enrollment
 - e. 2021 Mary Zenor Scholarship Winners Announcement
 - f. PORAC Valley Chapter Meeting -September 9, 2021
 - g. Membership Appreciation- Food Truck Event
- V. New Business
 - a. Organize for 2022 Board Nominations
- VI. Executive Session
- VII. Adjournment





SCALE

*Board Meeting Minutes
Wednesday, July 7, 2021*

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

Board Members In Attendance

Randy Bickel	Corey Morgan	Jonathan Charron
Daniel Burke	Jo Wagstaff	Arla Graeff
Jeff Gordon	Kirsten Alvarez	Heather Jeter

Others In Attendance

Linda Riley	Kim Gillingham	Jerry Camous
Joe Hofmann	(Goyette)	(Mastagni)
(Mastagni)	Mel	

- I.** The meeting was officially called to order at 1209 hours by Randy Bickel. The meeting was held at the SCALE Office, 2366 Gold Meadow Dr., Gold River, CA 95670. The meeting was attended by the Board in person and was available to everyone else via Zoom.
- II.** Roll Call
- III.** Approval of minutes from 6/2/2021

Note: No changes to minutes.

- a. Motion: Corey Morgan
- b. Second: Joe Wagstaff
- c. Passed: Unanimous

IV. Treasurer's Report

Note: This was read into the minutes during the General Membership Meeting. Here is the summary of the Treasurer's report:

Accounts (6/30/2021)

General Fund 6222	150,175.13
Legal Defense Fund 3903	81,227.41
PAC Fund 3911	23,887.43
Savings 7915	126,370.96
Wells Fargo Office Acct.	1,232.22
Debit Card Acct.	1,498.78
Total	384,391.93

Fidelity (4/30/2021)

264,540.57

Total Cash and Investments 648,932.50

Motion: Corey Morgan

Second: Jeff Gordon

Passed: Unanimous

V. Old Business

A. Sacramento County – COVID-19 Updates

- a. No updates.
- b. There is no further update on this topic. As we approach summer. We will continue to watch as COVID-19 policy changes occur.

B. DA Policy Manual

- a. No updates.
- b. There will continue to be meet and confers over 5 policy blocks at a time.

C. SCALE App

- a. Randy will discuss this topic with Jeremy Pollard to evaluate when this can be finished and sent out.

D. Update Union Enrollment

- a. Seven members have not responded to our one-time grace period for enrollment and after several email attempts will be dropped from our logs. Office will notify non-members by email. We will continue to provide the reps with lists of

those that have not joined or have not filled out the declination of enrollment statement.

- E. 2021 Mary Zenor Scholarship
 - a. SCALE is proud to announce the following winners.
First Place: Jackson McCoy
Second Place: Reese Baker
Third Place: Emma Martz

- F. PORAC Valley Chapter Meeting – September 9, 2021
 - a. The meeting has been scheduled and will be held at SPOA.
 - b. Board will help with set up and clean up.

- G. Membership Appreciation – Food Truck Event
 - a. Jonathan will continue follow up with arrangements with Buckhorn. Event will be held in October.

VI. New Business

- A. Organize for 2022 Board Nominations
 - a. VP Corey Morgan announce the following positions are up for nominations: President, LESU, Crime Lab, Park Ranger, and Public Defender. Open nominations begin September 1st and close at 5:00 pm, September 15th.

- B. Food Truck Event
 - a. A motion was made to allow for the research and pricing of a food truck event for the membership. Jonathan will get quotes and details on this event.

Note: The meeting was suspended at 1232 to start the PAC meeting. The meeting was reopened at 1240 to address any questions from members on zoom. Zoom was closed and executive session was opened.

VII. Executive Session

VIII. Adjournment

Time: 1324
Motion: Corey Morgan
Second: Dan Burke
Passed: Unanimous



SCALE

***Board Meeting Agenda
Wednesday, August 4, 2021 @ 12:00PM***

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

Call to Order

- I. Roll Call
- II. Approval of Minutes from Last Meeting (July 7, 2021)
- III. Treasurer's Report
- IV. Old Business
 - a. Sacramento County- Covid-19 Updates
 - b. DA Policy Manual
 - c. SCALE App
 - d. PORAC Valley Chapter Meeting -September 9, 2021
 - e. Membership Appreciation- Food Truck Event
 - f. Organize for 2022 Board Nominations
 - g. Update Union Enrollment
- V. New Business
 - a. 21st Annual Public Safety & Appreciation Community Luncheon
 - b. 2022 Medical Renewal Benefit Information
- VI. Executive Session
- VII. Adjournment



SCALE

**Board Meeting Minutes
Wednesday, August 4, 2021**

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

Board Members In Attendance

Randy Bickel	Corey Morgan	Jonathan Charron
Daniel Burke	Jo Wagstaff	Arla Graeff
Jeff Gordon	Kirsten Alvarez	Heather Jeter

Others In Attendance

Linda Riley	Kim Gillingham	Jerry Camous
Scott Thorne (Mastagni)	(Goyette)	(Mastagni)

- I.** The meeting was officially called to order at 1209 hours by Randy Bickel. The meeting was held at the SCALE Office, 2366 Gold Meadow Dr., Gold River, CA 95670. The meeting was attended by the Board in person and was available to everyone else via Zoom.
- II.** Roll Call
- III.** Approval of minutes from 7/7/2021

Note: No changes to minutes.

- a. Motion: Dan Burke
- b. Second: Jeff Gordon
- c. Passed: Unanimous

IV. Treasurer's Report

Note: This was read into the minutes during the General Membership Meeting. Here is the summary of the Treasurer's report:

Accounts (7/31/2021)

General Fund 6222	157,604.58
Legal Defense Fund 3903	81,228.73
PAC Fund 3911	23,887.82
Savings 7915	126,373.01
Wells Fargo Office Acct.	935.29
Debit Card Acct.	1,210.24
Total	384,391.93

Fidelity (4/30/2021)

264,527.04

Total Cash and Investments 655,766.71

Motion: Joe Wagstaff
Second: Jeff Gordon
Passed: Unanimous

V. Old Business

- A. Sacramento County – COVID-19 Updates
 - a. No updates.
 - b. There is no further update on this topic. As we approach summer. We will continue to watch as COVID-19 policy changes occur.
- B. DA Policy Manual
 - a. No updates.
 - b. There will continue to be meet and confers over 5 policy blocks at a time. Remove from agenda until county meets.
- C. SCALE App
 - a. No Update.
- D. PORAC Valley Chapter Meeting – September 9, 2021
 - a. The meeting has been scheduled and will be held at SPOA.
 - b. Board will help with set up and clean up.

- E. Open nominations for President, LESU, Crime Lab, Park Ranger, and Public Defender. Open nominations begin September 1st and close at 5:00 pm, September 15th

VI. New Business

- A. Food Truck Event
 - a. Jonathan will continue follow up with arrangements with Buckhorn. Event will be held in October 13, 14, & 15.
- B. 21st Annual Public Safety Luncheon
 - a. Board approved to sponsor a table of ten at the Advocate Level. Tickets will be raffled off to members next month.
Motion: Joe Wagstaff
Second: Jeff Gordon
Passed: Unanimous

Note: The meeting was suspended at 1232 to start the PAC meeting. The meeting was reopened at 1240 to address any questions from members on zoom. Zoom was closed and executive session was opened.

VII. Executive Session

VIII. Adjournment

Time: 1324
Motion: Jeff Gordon
Second: Kristen Alvarez
Passed: Unanimous



SCALE

Board Meeting Agenda
Wednesday, September 8, 2021 @ 12:00PM

(Note: Date & Location Change)

SCALE Office
2366 Gold Meadow Way #200
Gold River, CA 95670

Call to Order

- I. Roll Call
- II. Approval of Minutes from Last Meeting (August 4, 2021)
- III. Treasurer's Report
- IV. Old Business
 - a. Sacramento County- Covid-19 Updates
 - b. SCALE App
 - c. PORAC Valley Chapter Meeting -September 9, 2021
 - d. Membership Appreciation- Food Truck Event
 - e. Open Nominations for 2022 Board Positions
 - f. 21st Annual Public Safety & Appreciation Community Luncheon
 - g. Vice President Position Opening
- V. New Business
 - a. American Rescue Plan Act (ARPA Funds)
 - b. DCSS Teleworking
 - c. PORAC "Fund A Hero" Donation
- VI. Executive Session
- VII. Adjournment



SCALE

*Board of Directors Meeting Minutes
Wednesday, September 8, 2021*

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

Board Members In Attendance

Randy Bickel	Arla Graeff	Jonathan Charron
Daniel Burke	Jo Wagstaff	Heather Jeter
Jeff Gordon	Kirsten Alvarez	

Others In Attendance

Linda Riley	Kim Gillingham	Jerry Camous
Joe Hofmann	(Goyette)	(Mastagni)
(Mastagni)	Rhett Thompson	Scott Thorne
Makeba Black	Michael Burba	Alecia Winborne
	Amy Morrison	

- I.** The meeting was officially called to order at 1236 hours by Randy Bickel. The meeting was held at the SCALE Office, 2366 Gold Meadow Dr., Gold River, CA 95670. The meeting was attended by the Board in person and was available to everyone else via Zoom.
- II.** Roll Call
- III.** Approval of minutes from 8/4/2021
 - a. Motion: Jeff Gordon
 - b. Second: Arla Graeff
 - c. Passed: Unanimous

IV. Treasurer's Report

Note: This was read into the minutes during the General Membership Meeting.

Accounts (8/31/2021)

General Fund 6222	166,767.36
Legal Defense Fund 3903	81,230.13
PAC Fund 3911	23,888.23
Savings 7915	126,375.19
Wells Fargo Office Acct.	665.68
Debit Card Acct.	1,563.26
Total	400,489.85

Fidelity (8/31/2021)

264,555.51

Total Cash and Investments 665,045.36

Motion: Jeff Gordon
Second: Jo Wagstaff
Passed: Unanimous

V. Old Business

- A. Sacramento County – COVID-19 Updates
 - a. This item was discussed during the General Membership Meeting.
 - b. Kim and Jerry have worked on submitting the letter of interest about the possible funds being allocated for groups affected by the staffing requirements during the early portion of the pandemic. This item will continue to be updated as we learn about possible funds and how they are to be allocated.
- B. SCALE App
 - a. This is close to ready. Randy will confirm status with Jeremy so we can get this completed.
- C. PORAC Valley Chapter Meeting September 9th, 2021
 - a. This item was discussed during the General Membership Meeting.
 - b. This event will be held starting at 6pm. Those members of 031 are encouraged to attend.
- D. Members Appreciation Lunch Truck – Oct 13-15, 2021

- a. This item was discussed during the General Membership Meeting.
- b. This is still being scheduled and finalized. Buckhorn Grill will be the truck we will be using again. Location dates will be finalized shortly and released to the membership.
- E. Nominations for 2022 Open Board Positions: President, LESU, Crime Lab, Park Ranger, & Public Defenders Office
 - a. This item was discussed during the General Membership Meeting.
 - b. A nomination for Felicia Rhodes for the public defender's office was read by Randy Bickel.
 - c. A nomination for Jeff Gordon for LESU was read by Randy Bickel.
 - d. A nomination from the floor was made for Randy Bickel as president.
- F. 21st Annual Public Safety & Appreciation Luncheon on October 22nd
 - a. This item was discussed during the General Membership Meeting.
 - b. Heather and Jeff are planning on attending. The raffle for the other spots at the table will be sent out later this month for the membership.
- G. Vice President Position
 - a. This item was discussed during the General Membership Meeting.
 - b. Arla Graeff was nominated by Randy Bickel as the Vice President and 2nd by Jeff Gordon. Motion passed.

VI. New Business

- A. American Rescue Plan Act (ARPA Funds)
 - a. This was discussed during the COVID-19 Updates during the General Membership Meeting.
- B. DCSS Teleworking
 - a. This discussion and topic has been brought to HR. There is a possible change to a 2-3 days a week schedule versus the one week on and two weeks off schedule currently being employed.
- C. PORAC "Fund a Hero" Donation
 - a. A motion was made to donate \$500 to each of the Galt Officer's "Fund a Hero Fund"

Motion: Jonathan Charron

Second: Jeff Gordon

Passed: Unanimous

D. DA candidates

- a. The Board discussed what should be done about DA candidates seeking support. We decided that we will wait until the end of the filing period for all potential candidates. Once the filing period is closed, we will host a forum for the board and the membership to ask questions to all of the candidates.

VII. Executive Session

VIII. Adjournment

Time: 1315

Motion: Jonathan Charron

Second: Jeff Gordon

Passed: Unanimous



SCALE

General Membership Meeting Agenda
Wednesday, September 8, 2021
12 PM
Virtual Meeting via Zoom.

Join Zoom Meeting

<https://us02web.zoom.us/j/86847687143?pwd=UkJRYWZ1SnhZeXlIK2JPMm9xZIBSZz09>

Meeting ID: 868 4768 7143

Passcode: 581684

One tap mobile

+16699006833,,86847687143#,,,,*581684# US (San Jose)

+13462487799,,86847687143#,,,,*581684# US (Houston)

Dial by your location

+1 669 900 6833 US (San Jose)

+1 346 248 7799 US (Houston)

+1 253 215 8782 US (Tacoma)

Find your local number: <https://us02web.zoom.us/j/86847687143?pwd=UkJRYWZ1SnhZeXlIK2JPMm9xZIBSZz09>

- I. Call to Order
- II. Roll Call
- III. Approval of Minutes from Last Meeting (June 2, 2021)
- IV. Treasurer's Report
- V. Old Business
 - a. Sacramento County Covid-19 Updates
 - b. PORAC Valley Chapter Meeting September 9, 2021
 - c. 2022 Medical Renewal Benefit Information
- VI. New Business
 - a. 21st Annual Public Safety & Appreciation Luncheon on Oct. 22 -Drawing
 - b. Members Appreciation Lunch Truck - Oct. 13-15, 2021
 - c. Nominations for 2022 Open Board Positions: President, LESU, Crime Lab, Park Ranger, & Public Defenders Office
 - d. American Rescue Plan Act (ARPA Funds)
 - e. Vice President Position

Adjournment



SCALE

*General Membership Meeting Minutes
Wednesday, September 8, 2021*

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

Board Members In Attendance

Randy Bickel	Arla Graeff	Jonathan Charron
Daniel Burke	Jo Wagstaff	Heather Jeter
Jeff Gordon	Kirsten Alvarez	

Others In Attendance

Linda Riley	Kim Gillingham	Jerry Camous
Joe Hofmann	(Goyette)	(Mastagni)
(Mastagni)	Rhett Thompson	Scott Thorne
Makeba Black	Michael Burba	Alecia Winborne
	Amy Morrison	

- I.** The meeting was officially called to order at 1205 hours by Randy Bickel. The meeting was held at the SCALE Office, 2366 Gold Meadow Dr., Gold River, CA 95670. The meeting was attended by the Board in person and was available to everyone else via Zoom.
- II.** Roll Call
- III.** Approval of minutes from 6/2/2021
 - a. Motion: Jeff Gordon
 - b. Second: Jo Wagstaff
 - c. Passed: Unanimous

IV. Treasurer's Report

Accounts (8/31/2021)

General Fund 6222	166,767.36
Legal Defense Fund 3903	81,230.13
PAC Fund 3911	23,888.23
Savings 7915	126,375.19
Wells Fargo Office Acct.	665.68
Debit Card Acct.	1,563.26
Total	400,489.85

Fidelity (8/31/2021) **264,555.51**

Total Cash and Investments 665,045.36

Motion: Jeff Gordon
Second: Jo Wagstaff
Passed: Unanimous

V. Old Business

- A. Sacramento County – COVID-19 Updates
 - a. Kim and Jerry have worked on submitting the letter of interest about the possible funds being allocated for groups affected by the staffing requirements during the early portion of the pandemic. This item will continue to be updated as we learn about possible funds and how they are to be allocated.

- B. PORAC Valley Chapter Meeting September 9th, 2021
 - a. This event will be held starting at 6pm. Those members of 031 are encouraged to attend.

- C. 2022 Medical Renewal Benefit Information
 - a. This annual review will be posted online. There aren't any large changes, but some minor price adjustments on many of the policies.

VI. New Business

IV. Treasurer's Report

Accounts (8/31/2021)

General Fund 6222	166,767.36
Legal Defense Fund 3903	81,230.13
PAC Fund 3911	23,888.23
Savings 7915	126,375.19
Wells Fargo Office Acct.	665.68
Debit Card Acct.	1,563.26
Total	400,489.85

Fidelity (8/31/2021) **264,555.51**

Total Cash and Investments 665,045.36

Motion: Jeff Gordon
Second: Jo Wagstaff
Passed: Unanimous

V. Old Business

- A. Sacramento County – COVID-19 Updates
 - a. Kim and Jerry have worked on submitting the letter of interest about the possible funds being allocated for groups affected by the staffing requirements during the early portion of the pandemic. This item will continue to be updated as we learn about possible funds and how they are to be allocated.
- B. PORAC Valley Chapter Meeting September 9th, 2021
 - a. This event will be held starting at 6pm. Those members of 031 are encouraged to attend.
- C. 2022 Medical Renewal Benefit Information
 - a. This annual review will be posted online. There aren't any large changes, but some minor price adjustments on many of the policies.

VI. New Business

- A. 21st Annual Public Safety & Appreciation Luncheon on October 22nd
 - a. Heather and Jeff are planning on attending. The raffle for the other spots at the table will be sent out later this month for the membership.
- B. Members Appreciation Lunch Truck – Oct 13-15, 2021
 - a. This is still being scheduled and finalized. Buckhorn Grill will be the truck we will be using again. Location dates will be finalized shortly and released to the membership.
- C. Nominations for 2022 Open Board Positions: President, LESU, Crime Lab, Park Ranger, & Public Defenders Office
 - a. A nomination for Felicia Rhodes for the public defender's office was read by Randy Bickel.
 - b. A nomination for Jeff Gordon for LESU was read by Randy Bickel.
 - c. A nomination from the floor was made for Randy Bickel as president.
- D. American Rescue Plan Act
 - a. This topic was discussed during the COVID19 update in new business.
- E. Vice President Position
 - a. Arla Graeff was nominated by Randy Bickel as the Vice President and 2nd by Jeff Gordon. Motion passed.

VII. Adjournment

Time: 1235

Motion: Jonathan Charron

Second: Heather Jeter

Passed: Unanimous



SCALE

*Board Meeting Agenda
Wednesday, October 6, 2021 @ 12:00PM*

*SCALE Office
2366 Gold Meadow Way #200
Gold River, CA 95670*

- Call to Order
- I. Roll Call
- II. Approval of Minutes from Last Meeting (September 8, 2021)
- III. Treasurer's Report
- IV. Old Business
 - a. Sacramento County- Covid-19 Updates
 - b. SCALE App
 - c. Membership Appreciation- Food Truck Event October 26th-28th
 - d. 2022 Board Election starting October 1, 2021
 - e. 21st Annual Public Safety & Appreciation Community Luncheon-October 22
- V. New Business
 - a. American Rescue Plan Act (ARPA Funds)
 - b. DCSS Teleworking
 - c. Membership Appreciation Holiday Gift
- VI. Executive Session
- VII. Adjournment



SCALE

*Board of Directors Meeting Minutes
Wednesday, October 6, 2021*

*SCALE Office
2366 Gold Meadow Way #200
Gold River, CA 95670
12PM*

Board Members In Attendance

Randy Bickel
Daniel Burke
Jeff Gordon

Arla Graeff
Joe Wagstaff

~~Jonathan Charron~~
Heather Jeter

Others In Attendance

Linda Riley
Scott Thorne
(Mastagni)

Kim Gillingham
(Goyette)

Jerry Camous
(Mastagni)

- I.** The meeting was officially called to order at 13:10 hours by Randy Bickel. The meeting was held at the SCALE Office, 2366 Gold Meadow Way, Gold River, CA 95670. The meeting was attended by the Board in person and was available to everyone else via Zoom. PAC meeting was held first due to guest speakers.
- II.** Roll Call
- III.** Approval of minutes from 9/8/2021
 - a. Motion: Jeff
 - b. Second: Dan
 - c. Passed: Unanimous

IV. Treasurer's Report

Note: This was read into the minutes during the General Membership Meeting.

Accounts (9/30/2021)

General Fund 6222	103,146.47
Legal Defense Fund 3903	81,231.45
PAC Fund 3911	23,888.62
Savings 7915	201,378.21
Wells Fargo Office Acct.	353.16
Debit Card Acct.	1,655.37
Total	411,653.28

Fidelity (9/30/2021)

264,555.51

Total Cash and Investments 676,208.79

Motion: Jeff
Second: Heather
Passed: Unanimous

V. Old Business

- A. Sacramento County – COVID-19 Updates
 - a. No further updates to report.
- B. SCALE App
 - a. No updates.
- C. Members Appreciation Lunch Truck – Oct 13-15, 2021
 - a. This has been postponed until spring of 2022. Jonathan will notify Buckhorn Grill.
- D. 2022 Board Election starting October 1, 2021
 - a. Park Rangers received four nominations. Per Bylaws election will be held until one candidate receives majority vote. SCALE received one nomination each for the vacant representative positions. Arla will confirm their "willingness to serve." Final announcement will be at November's meeting.

- E. 21st Annual Public Safety & Appreciation Luncheon on October 22nd
 - a. Members if interested in attending are asked to submit their name into a drawing. Winner's names to be announce on October 18, 2021.

VI. New Business

- A. American Rescue Plan Act (ARPA Funds)
 - a. County has not made a final decision on the disbursement of funds. Kim continues to follow and will update association when decided.
- B. DCSS Teleworking
 - a. Kim reported that the county wants to continue with teleworking, however HR will first need to update policy changes before final decisions can be announced.
- C. Membership Appreciation Holiday Gift
 - a. Motion was made for 2021 holiday gift.

Motion: Dan
Second: Heather
Passed: Unanimous

VII. Executive Session

VIII. Adjournment

Time: 14:05
Motion: Jeff
Second: Heather
Passed: Unanimous



SCALE

*Board Meeting Agenda
Wednesday, November 3, 2021 @ 12:00PM*

*SCALE Office
2366 Gold Meadow Way #200
Gold River, CA 95670*

Call to Order

- I. Roll Call
- II. Approval of Minutes from Last Meeting (October 6, 2021)
- III. Treasurer's Report
- IV. Old Business
 - a. Sacramento County- Covid-19 Updates
 - b. SCALE App
 - c. Membership Appreciation- Food Truck Event
 - d. 2022 Board Election Results- Announce 2022 Board
 - e. DCSS Teleworking
 - f. American Rescue Plan Act (ARPA Funds)
 - g. Membership Appreciation Holiday Gift
- V. New Business
 - a. SCALE Office Holiday Schedule
 - b. 2022 Board Meeting Locations
 - c. December Board Meeting Benefit Speakers
 - d. 2022 Negotiations Preparations
- VI. Executive Session
- VII. Adjournment



SCALE

*Board of Directors Meeting Minutes
Wednesday, November 3, 2021*

*SCALE Office
2366 Gold Meadow Way #200
Gold River, CA 95670
12PM*

Board Members In Attendance

Randy Bickel	Arla Graeff	Jonathan Charron
Daniel Burke	Jo Wagstaff	Heather Jeter
Jeff Gordon	Sebastian Marquez	Kevin Baker
	Becky Williams	

Others In Attendance

Linda Riley	Kim Gillingham	Jerry Camous
Scott Thorne (Mastagni)	(Goyette)	(Mastagni)
Alecia Winborne	Keion Bryant	Shauna Burks
Sharon Covello	Makeba Black	Aileen Burgos
Justin Bragg	Jena Harris	Amanda Hanson
Tamara Hanna	Paul Tuggle	America Garcia

I. The meeting was officially called to order at 1206 hours by Randy Bickel. The meeting was held at the SCALE Office, 2366 Gold Meadow Way, Gold River, CA 95670. The meeting was attended by the Board in person and was available to everyone else via Zoom.

II. Roll Call

- a. Randy Bickel appointed Kevin Baker as the Public Defender Board representative.
- b. Randy Bickel appointed Becky Williams as the Coroner Board representative.

Note: The Board meeting was suspended at 1208 to begin the PAC meeting. The Board meeting officially resumed at 1224 after the PAC meeting was adjourned.

III. Approval of minutes from 10/6/2021

- a. Motion: Jeff Gordon
- b. Second: Kevin Baker
- c. Passed: Unanimous

IV. Treasurer's Report**Accounts (10/31/2021)**

General Fund 6222	110,438.01
Legal Defense Fund 3903	81,232.72
PAC Fund 3911	23,888.99
Savings 7915	201,381.36
Wells Fargo Office Acct.	1,925.61
Debit Card Acct.	1,633.39
Total	420,500.08

Fidelity (10/31/2021)**264,564.92****Total Cash and Investments 685,065.00**

Motion: Jonathan Charron

Second: Arla Graeff

Passed: Unanimous

V. Old Business**A. Sacramento County – COVID-19 Updates**

- a. There has been a reduction of the quarantine time from 10 days to 7 days. Vaccination status does not affect this timeline.

B. SCALE App

- a. Jonathan will reach out to Jeremy Pollard about the status of this.

C. Members Appreciation Lunch Truck – Oct 13-15, 2021

- a. This has been postponed until Spring of 2022. Jonathan notified Buckhorn Grill.

D. 2022 Board Election Results

- a. Becky Williams was appointed by Randy Bickel to fill the vacant Coroner representative position.
- b. Kevin Baker was appointed by Randy Bickel to fill the vacant Public Defender representative position.

- c. Sebastian Marquez was elected to the Park Ranger representative position.
- d. Keion Bryant was elected to the LESU representative position.

E. DCSS Teleworking

- a. Kim called Dalen to check in on this today. To what we understand, this is currently stalled in personnel.

F. ARPA (American Rescue Plan Act) Funds

- a. There is money that has been approved for County employees who were required to show up to work. There is not a system in place at this point for awarding this money or how it will be allocated.

G. Membership Appreciation Holiday Gift

- a. The Board finalized the amount for \$100 with a cut off date of November 12th. The plan is to get the checks signed at the next Board meeting.

VI. New Business

A. SCALE Office Holiday Schedule

- a. There may be some delay to response until after November. All critical functions will be covered.

B. 2022 Board Meeting Locations

- a. January will be held at the SCALE office
- b. February will be held at SPOA.

C. December Board Meeting Benefit Speakers

- a. There are a few guest speakers that wish to speak to the membership. We will schedule some for the December Board meeting, but also in the months following to allow them all to have ample time to present.

D. 2022 Negotiations Preparations

- a. Negotiation preparation should begin soon. All reps should reach out to their membership for input on what they want us to ask for.

VII. Executive Session

VIII. Adjournment

Time: 1305

Motion: Randy Bickel

Second: Arla Graeff



SCALE

*Board Meeting Agenda
Wednesday, December 1, 2021 @ 12:00PM*

*SCALE Office
2366 Gold Meadow Way #200
Gold River, CA 95670*

Call to Order

- I. Roll Call
- II. Approval of Minutes from Last Meeting (November 6, 2021)
- III. Treasurer's Report
- IV. Old Business
 - a. Sacramento County- Covid-19 Updates
 - b. SCALE App
 - c. DCSS Teleworking
 - d. American Rescue Plan Act (ARPA Funds)
 - e. Membership Appreciation Holiday Gift
 - f. 2022 Negotiations Preparations
- V. New Business
 - a. PORAC Conference Updates
 - b. PORAC Valley Chapter Meeting August 11, 2022@ SPOA
- VI. Executive Session
- VII. Adjournment



SCALE

*Board of Directors Meeting Minutes
Wednesday, December 1, 2021*

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

Board Members In Attendance

Randy Bickel	Arla Graeff	Jonathan Charron
Daniel Burke	Jo Wagstaff	Heather Jeter
Sebastian Marques	Kevin Baker	Becky Williams
Jeff Gordon		

Others In Attendance

Linda Riley	Kim Gillingham	Jerry Camous
Joe Hofmann (Mastagni)	(Goyette)	(Mastagni)
Scott Thorne (Mastagni)	Keion Bryant	Alecia Winborne
Makeba Black	Nicholas Mercurio	Justin Bragg
Amanda Hanson	Fong Lee	Tamara Hanna
Kathy Phillips	Jenna Harris	Aileen Burgos
James Bryant	Alicia Hunter	Isaac Equinto
	James Bryant	Erik Farahmand
	Michaela Savage	

- I.** The meeting was officially called to order at 1234 hours by Randy Bickel. The meeting was held at the SCALE Office, 2366 Gold Meadow Dr., Gold River, CA 95670. The meeting was attended by the Board in person and was available to everyone else via Zoom.
- II.** Roll Call
- III.** Approval of minutes from 11/3/2021
 - a. Motion: Kevin Baker
 - b. Second: Becky Williams
 - c. Passed: Unanimous

IV. Treasurer's Report

Note: This was read into the minutes during the General Membership Meeting.

Accounts (11/30/2021)

General Fund 6222	113,960.14
Legal Defense Fund 3903	81,234.12
PAC Fund 3911	15,789.35
Savings 7915	201,384.84
Wells Fargo Office Acct.	1,321.45
Debit Card Acct.	921.11
Total	414,611.01

Fidelity (11/30/2021)

264,497.86

Total Cash and Investments 679,108.87

Motion: Jonathan Charron
Second: Kevin Baker
Passed: Unanimous

V. Old Business

- A. Sacramento County – COVID-19 Updates
 - a. This item was discussed during the General Membership Meeting.
 - b. No updates were given at this time.
- B. SCALE App
 - a. The Board discussed the opportunity to reach out to the membership for assistance on getting this task completed. We will email out an inquiry if anyone is interested in helping with this.
- C. DCSS Teleworking
 - a. Kim has checked in on this and was told that it is still being held up in personnel.
- D. Membership Appreciation Holiday Gift
 - a. This item was discussed during the General Membership Meeting.
 - b. This has been taken care of and the gifts will be prepared for distribution shortly.
- E. American Rescue Plan Act (ARPA Funds)

- a. This item was discussed during the General Membership Meeting.
 - b. This will be awarded around January 15th for the employees who meet the criteria set in ARPA. Depending on the employee's wages, there will be a 1500 payment given or 40 hours of time.
- F. 2022 Negotiations and Preparations
- a. This item was discussed during the General Membership Meeting.
 - b. We have formed the negotiations team and will begin meeting in January to discuss strategy.
 - c. Representatives should reach out to all members and solicit them for what they would like to see negotiated in their contract in preparation for the first meeting.
- G. Members Appreciation Lunch Truck – March 2022
- a. This item was discussed during the General Membership Meeting.
 - b. This was rescheduled for March. Buckhorn Grill will be the truck used again. Location dates will be finalized and released to the membership.

Note: The Board meeting was suspended, and the PAC meeting was called to order at 1239. The Board meeting resumed at 1249.

VI. New Business

- A. PORAC Conference Updates
 - a. Randy and Jo attended this conference. They updated the Board on some various topics from the meeting including that they discussed with PORAC President and VP the need for 4850 like benefits for the Rangers.
- B. PORAC Valley Chapter Meeting August 11, 2022
 - a. SCALE will be hosting the PORAC Valley Chapter meeting again at SPOA.
- C. Holiday Gift for Support Staff
 - a. A motion was made to purchase \$150 gift cards for Linda, Kim, and Jerry for all of their hard work.

Motion: Dan Burke
Second: Arla Graeff
Passed: Unanimous

VII. Executive Session

VIII. Adjournment

Time: 1327

Motion: Jonathan Charron

Second: Arla Graeff

Passed: Unanimous

- a. This item was discussed during the General Membership Meeting.
- b. This will be awarded around January 15th for the employees who meet the criteria set in ARPA. Depending on the employee's wages, there will be a 1500 payment given or 40 hours of time.

F. 2022 Negotiations and Preparations

- a. This item was discussed during the General Membership Meeting.
- b. We have formed the negotiations team and will begin meeting in January to discuss strategy.
- c. Representatives should reach out to all members and solicit them for what they would like to see negotiated in their contract in preparation for the first meeting.

G. Members Appreciation Lunch Truck – March 2022

- a. This item was discussed during the General Membership Meeting.
- b. This was rescheduled for March. Buckhorn Grill will be the truck used again. Location dates will be finalized and released to the membership.

Note: The Board meeting was suspended, and the PAC meeting was called to order at 1239. The Board meeting resumed at 1249.

VI. New Business

A. PORAC Conference Updates

- a. Randy and Jo attended this conference. They updated the Board on some various topics from the meeting including that they discussed with PORAC President and VP the need for 4850 like benefits for the Rangers.

B. PORAC Valley Chapter Meeting August 11, 2022

- a. SCALE will be hosting the PORAC Valley Chapter meeting again at SPOA.

C. Holiday Gift for Support Staff

- a. A motion was made to purchase \$150 gift cards for Linda, Kim, and Jerry for all of their hard work.

Motion: Dan Burke

Second: Arla Graeff

Passed: Unanimous

VII. Executive Session



SCALE

**General Membership Meeting Agenda
Wednesday, December 1, 2021
12 PM**

SCALE is inviting you to a scheduled Zoom meeting.

**Topic: December 2021 General Members Meeting
Time: Dec 1, 2021 12:00 PM Pacific Time (US and Canada)**

Join Zoom Meeting

<https://us02web.zoom.us/j/82934971635?pwd=OTZqNE5Ecnp1Qis2UG1Bci96SkdDQT09>

Meeting ID: 829 3497 1635

Passcode: 427452

One tap mobile

+16699006833,,82934971635#,,,,*427452# US (San Jose)

+13462487799,,82934971635#,,,,*427452# US (Houston)

Dial by your location

+1 669 900 6833 US (San Jose)

+1 346 248 7799 US (Houston)

- I. Call to Order
- II. Roll Call
- III. Approval of Minutes from Last Meeting (September 8, 2021)
- IV. Treasurer's Report
- V. Old Business
 - a. Sacramento County Covid-19 Updates
 - b. 2022 Negotiations Preparations
 - c. DCSS Teleworking Updates
 - d. Membership Appreciation Holiday Gift
- VI. New Business
 - a. 2022 Board Representative
 - b. American Rescue Plan Act (ARPA Funds)
 - c. PORAC Valley Chapter Meeting August 11, 2022
 - d. PORAC Conference Updates

Adjournment



SCALE

*General Membership Meeting Minutes
Wednesday, December 1, 2021*

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

Board Members In Attendance

Randy Bickel	Arla Graeff	Jonathan Charron
Daniel Burke	Jo Wagstaff	Heather Jeter
Sebastian Marques	Kevin Baker	Becky Williams
Jeff Gordon		

Others In Attendance

Linda Riley	Kim Gillingham	Jerry Camous
Joe Hofmann (Mastagni)	(Goyette) Keion Bryant	(Mastagni) Alecia Winborne
Scott Thorne (Mastagni)	Nicholas Mercurio Fong Lee	Justin Bragg Tamara Hanna
Makeba Black	Jenna Harris	Aileen Burgos
Amanda Hanson	Alicia Hunter	Isaac Equinto
Kathy Phillips	James Bryant	Erik Farahmand
James Bryant	Michaela Savage	

- I.** The meeting was officially called to order at 1208 hours by Randy Bickel. The meeting was held at the SCALE Office, 2366 Gold Meadow Dr., Gold River, CA 95670. The meeting was attended by the Board in person and was available to everyone else via Zoom.

- II.** Roll Call

- III.** Approval of minutes from 9/8/2021
 - a. Motion: Jo Wagstaff
 - b. Second: Arla Graeff
 - c. Passed: Unanimous except for D. Burke abstained

IV. Treasurer's Report

Accounts (11/30/2021)

General Fund 6222	113,960.14
Legal Defense Fund 3903	81,234.12
PAC Fund 3911	15,789.35
Savings 7915	201,384.84
Wells Fargo Office Acct.	1,321.45
Debit Card Acct.	921.11
Total	414,611.01

Fidelity (11/30/2021) 264,497.86

Total Cash and Investments 679,108.87

Motion: Jonathan Charron

Second: Kevin Baker

Passed: Unanimous

V. Old Business

A. Sacramento County – COVID-19 Updates

- a. No updates were given at this time.

B. SCALE App

- a. The Board discussed the opportunity to reach out to the membership for assistance on getting this task completed. We will email out an inquiry if anyone is interested in helping with this.

C. DCSS Teleworking

- a. Kim has checked in on this and was told that it is still being held up in personnel.

D. Membership Appreciation Holiday Gift

- a. This has been taken care of and the gifts will be prepared for distribution shortly.

E. 2022 Negotiations and Preparations

- a. Randy will confirm status with Jeremy so we can get this completed.

F. Members Appreciation Lunch Truck – March 2022

- a. This was rescheduled for March. Buckhorn Grill will be the truck used again. Location dates will be finalized and released to the membership.

VI. New Business

A. 2022 Board Representatives

- a. The new Board has been elected and will be seated January 1st.
- b. Welcome to all of the new Board members: Keion Bryant(LESU), Kevin Baker(Public Defenders), Becky Williams(Deputy Coroners), and Sebastian Marques (Parks).

B. American Rescue Plan Act (ARPA Funds)

- a. This will be awarded around January 15th for the employees who meet the criteria set in ARPA. Depending on the employee's wages, there will be a \$1500 flat payment given or 40 hours of time.

C. PORAC Valley Chapter Meeting August 11, 2022

- a. SCALE will be hosting the PORAC Valley Chapter meeting again at SPOA.

D. PORAC Conference Updates

- a. Randy and Jo both attended this event. The President and VP of PORAC stated they are continuing work on getting Rangers 4850 like benefits.

VII. Adjournment

Time: 1233

Motion: Jonathan Charron

Second: Dan Burke

Passed: Unanimous

