SCALE

Board Meeting Agenda
Wednesday, January 4, 2023 @ 12:00PM

SCALE is inviting you to a scheduled Zoom meeting.
Join Zoom Meeting
https://us02web.zoom.us/j/82223511030?pwd=L3A0MUZPc2ZiS2EzLzdNM2pVS1c2UT09

Meeting ID: 822 2351 1030
Passcode: 302365
One tap mobile
*+16694449171,,82223511030#,,,,*302365# US*
*+16699006833,,82223511030#,,,,*302365# US (San Jose)*

Dial by your location
+1 669 444 9171 US
+1 669 900 6833 US (San Jose)

Find your local number: https://us02web.zoom.us/u/kbcS9E5en9

Call to Order

I. Roll Call

II. Approval of Minutes from Last Meeting (December 7, 2022)

III. Treasurer's Report

IV. Old Business
   a) Monthly Membership Appreciation Drawing
   b) Sacramento County- Covid-19 Updates
   c) Central Valley Retiree Medical Trust Updates
   d) 2023 "Take a Break Schedule
   e) Committees: Gift Giving Protocol Report
   f) Budget Committee Report
   g) Leadership PORAC Training January 19-20,2023
   h) DA Alternate Work Schedules Results
   i) Myers-Stevens LTD Safety Benefits- Update

V. New Business
   a) Mary Zenor Scholarship
   b) SCALE 30th Anniversary –November 3, 1993
   c) PORAC Membership Dues Increase

VI. Executive Session

VII. Adjournment

SCALE

Board of Directors Meeting Minutes
Wednesday, January 4, 2023

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

Board Members In Attendance

Randy Bickel	Arla Graeff	Jonathan Charron
Lewis Fedor	Kirsten Alvarez	Heather Jeter
~~Mark Bardosh~~	Kevin Baker	Becky Williams
~~Keion Bryant~~		

Others In Attendance

Linda Riley	Kim Gillingham	Mike Pugh (Mastagni)
Michelle Chao	Joe Hoffman (Mastagni)	Makeba Black
Mike Morreira	Dan Thompson	Amy Morrison
	Goyette	

I. The meeting was officially called to order at 1210 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

III. Approval of minutes from 12/7/2022
  a. Motion: Arla Graeff
  b. Second: Heather Jeter
  c. Passed: Unanimous (motion passes)

IV. Treasurer's Report

Accounts (12/31/2022)

General Fund 6222	93,267.18
Legal Defense Fund 3903	89,528.10
PAC Fund 3911	2,802.23
Savings 7915	201,427.78
Wells Fargo Office Acct.	978.70

Debit Card Acct.		4,371.00
	Total	**392,374.99**
<u>Fidelity (12/31/2022)</u>		**269,171.44**

Total Cash and Investments 661,546.43

Motion: Becky Williams
Second: Kirsten Alvarez
Passed: Unanimous – motion passes

V. Old Business

A. Monthly Membership Appreciation Drawing - $20 Amazon Gift Card Drawing
   a. 198 – Terrel Marshal (PD)
   b. 16 – Michael Baker (DA)
   c. 216 – Apri Mesribyar (DCSS)
   d. 33 – Christopher Bernacchi (DHA)

B. Sacramento County – COVID-19 Updates
   a. No other County updates have been made at this point, but there are a lot of notifications about infections going out daily. We will continue to monitor any changes.

C. Central Valley Retiree Medical Trust Update
   a. They will be giving us some dates to meet in February that their lawyers are available to meet. We are also trying to get some representatives from El Dorado LIMA in the scheduled meeting as well.

D. 2023 "Take a Break" Schedule
   a. We are committing to start this program back up for our membership. If the reps would like to schedule a "Take a Break" with their Membership, email Randy and Linda with some available days.

E. Committees: Gift Giving Protocol Report
   a. This committee has not met yet, but will be scheduling their first meeting soon. This item will be tabled for the time being.

F. Committees: Budget Committee Report
   a. This committee has not met yet, but will be scheduling their first meeting soon. This item will be tabled for the time being.

G. Leadership PORAC Training – January 19-20, 2023

a. We have many of the Board attending this training.
b. Pertinent information will be shared at the next Board meeting for those that were not able to attend.

H. DA Alternate Work Schedules Results
a. The Crime Lab voted on a 9/8/80 alternate work schedule while the remainder of the DA employee groups voted on a 4/10 schedule.
b. Scheduling logistics will be worked out with these groups in order to start this work schedule for those who want this option.

I. Myers-Stevens LTD Safety Benefits- Update

a. Randy sent out a letter to this. This change is a result from the successful achievement of the 4850 system. If you are already enrolled in the non-safety program, you will automatically be transferred to the new system. For those that are not enrolled, they will have to sign up.

VI. New Business

A. Mary Zenor Scholarship
a. A motion was made to once again offer a scholarship to honor the memory of Mary Zenor.

Motion: Heather Jeter
Second: Arla Graeff
Passed: Unanimous – motion passes

b. A motion was made to form a committee to organize, execute, and adjudicate the scholarship.

Motion: Heater Jeter
Second: Arla Graeff
Passed: Unanimous – motion passes

c. Kevin Baker was volunteered to work on this committee as the chair, with Arla and Heather.

B. SCALE 30th Anniversary – Founded November 3, 1993
a. The Board will discuss some ideas to properly celebrate this achievement and milestone.

b. Linda has a catalogue of various items that may make good gifts for the members. Please look through this and give her suggestions.

C. PORAC Membership Dues Increase

a. The dues for PORAC members increase by approximately $1.

VII. Executive Session

VIII. Adjournment

Time: 1343
Motion: Jonathan Charron
Second: Kevin Baker
Passed: Unanimous

Board Meeting Agenda
Wednesday, February 1, 2023 @ 12:00PM
Coroners
4800 Broadway, Sacramento

Join Zoom Meeting
https://us02web.zoom.us/j/84303429858?pwd=b0d1ZVF5TUhNVTlrazl0aldPMkNKUT09

Meeting ID: 843 0342 9858
Passcode: 267535
One tap mobile
+16694449171,,84303429858#,,,,*267535# US
+16699006833,,84303429858#,,,,*267535# US (San Jose)

Call to Order

I. Roll Call

II. Approval of Minutes from Last Meeting (January 4, 2023)

III. Treasurer's Report

IV. Old Business
   a) Monthly Membership Appreciation Drawing
   b) Sacramento County- Covid-19 Updates
   c) Central Valley Retiree Medical Trust Updates
   d) 2023 "Take a Break Schedule
   e) Committees: Gift Giving Protocol Report
   f) Budget Committee Report
   g) Mary Zenor Scholarship
   h) SCALE 30th Anniversary – November 3, 1993
   i) Association Leadership Training Report

V. New Business
   a) Bylaws- Article 4
   b) PORAC Symposium May 31st -June 1st
   c) Crime Stoppers Crab Feed
   d) St. Patrick's Day Dinner

VI. Executive Session

VII. Adjournment

Board of Directors Meeting Minutes
Wednesday, February 1, 2023

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

Board Members In Attendance

Randy Bickel	Arla Graeff	Jonathan Charron
Lewis Fedor	Kirsten Alvarez	Heather Jeter
Mark Bardosh	~~Kevin Baker~~	Becky Williams
Keion Bryant		

Others In Attendance

Linda Riley	~~Kim Gillingham~~	Mike Pugh (Mastagni)
Isaac Eaquinto	Joe Hoffman (Mastagni)	Katherine Juarez
Austin Allen	Brett Sherman (Goyette)	Desiree Gotwalt
Nick Mercurio	Tamara Hanna	Connor Sichler
Megan Wood		Sharron Covello

I. The meeting was officially called to order at 1205 hours by Randy Bickel. The meeting was held at the Coroner's Office, 4800 Broadway, Sacramento, CA 95820. The meeting was attended both in person and via Zoom.

II. Roll Call

III. Approval of minutes from 1/4/2023
   a. Motion: Heather Jeter
   b. Second: Arla Graeff
   c. Passed: Unanimous (motion passes)

IV. Treasurer's Report

Accounts (1/31/2023)

General Fund 6222	68,883.49
Legal Defense Fund 3903	102,583.10
PAC Fund 3911	6,865.23
Savings 7915	201,431.26

Wells Fargo Office Acct.		1,266.47
Debit Card Acct.		3,857.27
	Total	**384,886.82**

<u>Fidelity (1/31/2022)</u> **270,069.62**

Total Cash and Investments 661,546.43

Motion: Jonathan Charron
Second: Becky Williams
Passed: Unanimous – motion passes

V. Old Business

A. Monthly Membership Appreciation Drawing - $20 Amazon Gift Card Drawing
   a. Debra Bisher (DCSS)
   b. Todd Stewart (DHA)
   c. Bryan Vevera (DA)
   d. Malaysia Roach (DCSS)

B. Sacramento County – COVID-19 Updates
   a. DCSS has now been given mandatory mask mandates again. The Sacramento County Sheriff reps have not been complying, and Kim has reached out to file a complaint.
   b. A group within the building who are not County employees at DCSS have not been complying and we do not have authority to do so.

C. Central Valley Retiree Medical Trust Update
   a. They are coming up in the third week of March to have a discussion with the County to give them a presentation. We will get an idea of the benefits, and this will hopefully give the County some assurances that they will not have financial liabilities.
   b. Kim will finalize the date and get back to the Board.

D. 2023 "Take a Break" Schedule
   a. This is above and beyond the regular meetings. Table for the time being.

E. Committees: Gift Giving Protocol Report
   a. Randy has distributed a draft version of a possible Gift Giving Protocol. The Board needs to look over this document and give some feedback.

F. Committees: Budget Committee Report
   a. The budget committee has met and developed a budget. Charitable donations and PAC contributions are based off of a percentage of income for the year. Bottom line is a net income about $8,700. Lewis and Linda will send the copy of the budget on the Board for approval at the next meeting.

G. Mary Zenor Scholarship

   a. The committee has agreed to continue the structure. They will get questions prepared.

H. SCALE 30th Anniversary – November 3rd, 1993
   a. Have the Board get out their membership and solicit ideas for this.
   b. Arla will develop a survey once we have some ideas.

I. Association Leadership Training Report
   a. The Board members who attended really enjoyed it. The organization commented at how we do things and gave us kudos.
   b. Gave us perspective that we are doing a lot of things correctly.
   c. There seems to be a lot of turnovers with the union Boards.
   d. Mark will be attending IA training and Becky will be attending PORAC training.

VI. New Business

A. Bylaws – Article 4
   a. Tabled for executive.

   Motion: Heather Jeter
   Second: Arla Graeff
   Passed: Unanimous – motion passes

   b. A motion was made to form a committee to organize, execute, and adjudicate the scholarship.

B. PORAC Symposium
   a. This will be occurring on May 31st through June 1st. Please let the Board know if there is interest in attending.

C. Crime Stoppers Crab Feed

a. A motion was made to purchase a table and open that up to the Membership by lottery.

Motion: Arla
Second: Heather
Motion Passes

D. St. Patrick's Day Dinner – Saturday March 18th, 6:00pm

a. A motion was made to purchase 2 tables, one for Board and one for membership.
Motion: Arla
Second: Kirsten

Current meeting suspended to hold PAC meeting: 1241

Back in session: 1244

VII. Executive Session

VIII. Adjournment

Time: 1518
Motion: Jonathan Charron
Second: Keion Bryant
Passed: Unanimous

General Membership and Board Meeting Agenda
Wednesday, March 1, 2023 @ 12:00PM
DHA
3075 Prospect Park Dr, Rancho Cordova, 9570

If unable to attend in person join us on Zoom.
https://us02web.zoom.us/j/83476302825?pwd=ZEdOWVFtK3BDL29rU1RORFJ6Z0Jvd9
Meeting ID: 834 7630 2825
Passcode: 552981
One tap mobile
+16699006833,83476302825#, *552981# US (San Jose)
+16694449171,83476302825#,*552981# US
Dial by your location
+1 669 900 6833 US (San Jose)   +1 669 444 9171 US)

Call to Order

I. Roll Call

II. Approval of Minutes from Last Meeting (February 1, 2023 & December 7, 2022)

III. Treasurer's Report

IV. Old Business
   a) Monthly Membership Appreciation Drawing
   b) Sacramento County- Covid-19 Updates
   c) Central Valley Retiree Medical Trust Updates
   d) 2023 "Take a Break Schedule
   e) Committees: Gift Giving Protocol Report
   f) Mary Zenor Scholarship
   g) SCALE 30th Anniversary – November 3, 1993
   h) Bylaws – Article 4
   i) PORAC Symposium May 31-June 1, 2023
   j) Community Events Drawings: St. Patrick's Dinner
      Crime Stoppers Crab Feed

V. New Business
   a) Grievance Results
   b) Change July Board Meeting Date

VI. Executive Session

VII. Adjournment

Board of Directors and General Membership Meeting Minutes
Wednesday, March 1, 2023

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

Board Members In Attendance

Randy Bickel
Lewis Fedor
Mark Bardosh
Keion Bryant
Arla Graeff
Kirsten Alvarez
Kevin Baker
Jonathan Charron
Heather Jeter
Becky Williams

Others In Attendance

Linda Riley
Rhett Thompson
Isaac Eaquinto
Chris Bernancchi
Greg Kawamoto
Aaron Copeland
Joaquin Farinha
~~Kim Gillingham~~
Brett Sherman
John Corcoran
Darrick Garber
Mike Ho
Brett Farr
Kyle Franklin
Joe Hoffman (Mastagni)
Makeba Black
Jeff Carter
Dave Harlan
Jill Daasch
Michael Steyer
Michael Dace
Brian Farnsworth

I. The meeting was officially called to order at 1209 hours by Randy Bickel. The meeting was held at DHA, 3075 Prospect Park Dr, Rancho Cordova, CA 95670. The meeting was attended both in person and via Zoom. The Board of Directors and General Membership Meetings are being held together since they have a shared agenda. One set of minutes for both meetings will be recorded.

II. Roll Call

III. Approval of **General Membership Meeting** minutes from 12/7/2022
   a. Motion: Becky Williams
   b. Second: Heather Jeter
   c. Passed: Unanimous (motion passes)

IV. Approval of **Board of Directors meeting** minutes from 2/1/2023
   a. Motion: Becky Williams

b. Second: Heather Jeter
c. Passed: Unanimous (motion passes)

V. Treasurer's Report

Accounts (2/28/2023)		
General Fund 6222		76,949.38
Legal Defense Fund 3903		102,584.84
PAC Fund 3911		6,865.34
Savings 7915		201,434.31
Wells Fargo Office Acct.		672.10
Debit Card Acct.		3,585.29
	Total	**392,091.26**
Fidelity (2/28/2023)		**270,938.77**

Total Cash and Investments 663,030.03

Motion: Jonathan Charron
Second: Arla Graeff
Passed: Unanimous – motion passes

VI. Old Business

A. Monthly Membership Appreciation Drawing - $20 Amazon Gift Card Drawing
  a. Makeba Black (DCSS)
  b. Yacenia Lopez (DCSS)
  c. Daniel Reyes (DCSS)
  d. Alejandro Rubio (Parks)

B. Sacramento County – COVID-19 Updates
  a. Jonathan and Heather will send their departments updated COVID verbiage from the office.

C. Central Valley Retiree Medical Trust Update
  a. Tabled until Kim is present.

D. 2023 "Take a Break" Schedule
  a. The Board Reps will reach out to Linda and Randy if and when their office and group want to participate.

E. Committees: Gift Giving Protocol Report

   a. Randy will start an email chain on this to get this document finalized.

F. Mary Zenor Scholarship

   a. The committee is one question away from getting this finalized and sent out.

G. SCALE 30th Anniversary – November 3rd, 1993

   a. Arla is still starting to think about sending out ideas for this. If the Board has ideas, please send this to Arla.

H. Bylaws – Article 4, Item 1

   a. Our current bylaws read:

      "Dues for all Active members shall be one percent (1%), per pay period, of the top step of their classification, except that no Active member shall pay more in dues than the highest paid sworn member of the Peace Officer Unit. (Amended 5/94)

      All dues shall be assessed upon base salary only. Overtime, incentives, differentials, etc. shall not be calculated into the assessed amount.

      By a simple majority vote of the executive board, dues increases in conjunction with an increase in salary may be suspended or reinstated at any time. Any suspension or reinstatement of dues increases in conjunction with the increase in salary shall be documented in the minutes of the Association. (Amended 09/20)

   b. Motion to adjust this article and item of the bylaws to read, "one percent (1%), per pay period, of the **bottom** step of their classification…". This motion included the comment that the mechanism for the Executive Board to suspend or reinstate the increases with a majority vote.

Motion: Jonathan Charron
Second: Kevin Baker
Unanimous - Motion Passes

I. PORAC Symposium May 31-June 1, 2023
   a. This is coming up.

J. Community Events Drawings: St. Patrick's Dinner and Crime Stoppers Crab Feed
   a. The winners have been announced for this event and Linda has emailed the 8 people that won the drawing.

Motion was made to purchase a table for the purchase of 1 additional table for the St Patrick's Dinner to accommodate more members to attend.

Motion: Arla Graeff
2nd: Becky Williams
Unanimous - Motion passes.

VII. New Business

A. Grievance Results
   a. If anyone used any COVID time, that counted against your wellness incentive time frame. The County has decided to go ½ a year back and adjust that for those who did not receive the wellness incentive due to usage of COVID leave. Those members affected should have been emailed.
   b. Rangers for article 6.4 of the MOU talks about court appearance and how they will be compensated a minimum of 3 hours on their day off. This was signed and agreed upon.
   c. 71J issue. This deals with supplanting a union position with a contractor. There is a meeting with Supervisor Desmond.

B. Movement of July 5th meeting moved to July 12th.

Motion: Jonathan Charron
2nd: Arla Graeff
Unanimous - Motion passes

GMM and Board are being suspended to hold the PAC meeting at 1233.

Both meetings resumed at 1238.

C. Open Forum
   a. A discussion about the potential to have a change in classifications for the IAs/CIs. There is some movement and agreement on the name change. We have made some

movements and are still waiting on some information before continuing forward.

b. There was also a question about moving the IA's from the 002/004 classification over to 031.
c. Both of these topics were addressed by President Bickel and he will be reaching out in a timely manner with further information.

VIII. Executive Session

1312 out of executive for a vote.

Motion was made to supplement $150 for the 2 hours of AWOL that Dep Coroner L Mergens was forced to take due to conflicting advice.

Motion: Becky Williams
2nd : Arla Graeff
Motion passes

Back in Executive at 1314.

IX. Adjournment

Time: 1353
Motion: Jonathan Charron
Second: Becky Williams
Passed: Unanimous

Board Meeting Agenda
Wednesday, April 5, 2023 @ 12:00PM
Juvenile Division DA Office Conference Room
9805 Goethe Rd. Sacramento, CA 95827

https://us02web.zoom.us/j/88952981094?pwd=MGtsWWxMVmZqQW1pcmdhVXFObWpGQT09
Zoom Meeting ID: 889 5298 1094
Passcode: 362062
One tap mobile
+13017158592,,88952981094#,,,,*362062# US (Washington DC)
+13052241968,,88952981094#,,,,*362062# US
+1 669 900 6833 US (San Jose)
+1 689 278 1000 US Find your local number: https://us02web.zoom.us/u/kbzYrHIl

Call to Order

I. Roll Call

II. Approval of Minutes from Last Meeting (March 1, 2023)

III. Treasurer's Report

IV. Old Business
- a) Monthly Membership Appreciation Drawing
- b) Sacramento County- Covid-19 Updates
- c) Central Valley Retiree Medical Trust Updates
- d) 2023 "Take a Break Schedule
- e) Committees: Gift Giving Protocol Report
- f) Mary Zenor Scholarship
- g) SCALE 30th Anniversary – November 3, 1993
- h) Proposed Bylaws – Article 4: Dues

V. New Business
- a) Investigative Assistance Reclassification
- b) Telework Policy

VI. Executive Session

VII. Adjournment

SCALE

Board of Directors Meeting Minutes
Wednesday, April 5, 2023

Juvenile Division DA Office
Conference Room
9805 Goethe Rd.
Sacramento, CA 95827
12PM

Board Members In Attendance

Randy Bickel	Arla Graeff	Jonathan Charron
Lewis Fedor	Kirsten Alvarez	Heather Jeter
Mark Bardosh	~~Kevin Baker~~	Becky Williams
Keion Bryant		

Others In Attendance

Linda Riley	~~Kim Gillingham~~	Joe Hoffman (Mastagni)
Kristine Myhre	Brett Sherman	Steve Papagiannis
Dan Thompson	Mike Moriera	Sharon Covello
Brian Gabriel	Jeff Carter	Makeba Black

I. The meeting was officially called to order at 1205 hours by Randy Bickel. The meeting was held at the DA Juvenile Division Office, 9805 Goethe Rd, Sacramento, CA 95827. The meeting was attended both in person and via Zoom.

II. Roll Call

III. Approval of **Board of Directors and General Membership meeting** minutes from 3/1/2023
   a. Motion: Arla Graeff
   b. Second: Heather Jeter
   c. Passed: Unanimous (motion passes)

IV. **Treasurer's Report**

Accounts (3/30/2023)

General Fund 6222	101,059.57
Legal Defense Fund 3903	102,588.11

PAC Fund 3911		6,865.55
Savings 7915		201,437.68
Wells Fargo Office Acct.		1,482.40
Debit Card Acct.		3,194.31
	Total	**416,627.62**
<u>Fidelity (3/30/2023)</u>		**271,926.40**

Total Cash and Investments 688,554.02

Motion: Jonathan Charron
Second: Kirsten Alvarez
Passed: Unanimous – motion passes

V. Old Business

A. Monthly Membership Appreciation Drawing - $20 Amazon Gift Card Drawing
   a. Yvonne Chenney (DCSS)
   b. Michelle Chao (Crime Lab)
   c. Elizabeth Strauss (DA)
   d. Tao Vang (DCSS)

B. Sacramento County – COVID-19 Updates
   a. There is still some variation from unit to unit at this point.

C. Central Valley Retiree Medical Trust Update
   a. Tabled.

D. 2023 "Take a Break" Schedule
   a. The Board Reps will reach out to Linda and Randy if and when their office and group want to participate.
   b. Arla says that DCSS wants one. She will reach out to schedule this.

E. Committees: Gift Giving Protocol Report
   a. There was some conversation about this document. Some of the Board has responded to the document, but all Board members should take time over the next few weeks to provide feedback.

F. Mary Zenor Scholarship

   a. Approve questions for Mary Zenor Scholarship.
      Motion: Jonathan Charron
      Second: Becky Williams

Motion Passes: Unanimous

We still need the due dates for this. With this approved, the committee will be sending this out and give them approximately 30 days to compile this. The winners will be announced by the June 7th meeting. May 15th @ 5pm to apply. There were some questions about giving feedback as to why those who did not receive scholarships.

G. SCALE 30th Anniversary – November 3rd, 1993
   a. The goal is to keep this in a responsible budget. Arla and Lewis toured the facility of the Rivercats. Arla says that she will Definitely have the items/pricing prepared for next meeting.

H. Bylaws – Article 4, Item 1

   a. This will be going out shortly. The 10 day notification expired today. There will now be a 20 day notification for the upcoming vote. The vote will then have a 30 day time to vote.

VI. New Business

A. Investigative Assistance Reclassification
   a. This is 2-fold about the change of the name for the position. Jonathan and Randy met with them. There is another meeting with them and open to the Board.

B. Telework Policy
   a. There was a release of the new guidelines from the County. Some of the comments from the Board members included defining the noticing policy, the work out of County definitions.

Suspend to conduct PAC meeting at 1250.

Back in session at 1254.

VII. Executive Session

VIII. Adjournment

Time: 1350
Motion: Heather Jeter
Second: Becky Williams
Passed: Unanimous

Board Meeting Agenda
Wednesday, May 3, 2023 @ 12:00PM
SCALE Office
2366 Gold Meadow Way
Gold River, CA 95670

Zoom: https://us02web.zoom.us/j/85480644181?pwd=QU9leFNRMzl6d0lORGxYbk5IckU4Zz09
Meeting ID: 854 8064 4181
Passcode: 628559
+16699006833,,85480644181#,,,,*628559# US (San Jose)
+16694449171,,85480644181#,,,,*628559# US
Find your local number: https://us02web.zoom.us/u/kch6RKgUEh

Call to Order

I. Roll Call

II. Approval of Minutes from Last Meeting (April 5, 2023)

III. Treasurer's Report

IV. Old Business
   a) Monthly Membership Appreciation Drawing
   b) Sacramento County- Covid-19 Updates
   c) Central Valley Retiree Medical Trust Updates
   d) 2023 "Take a Break Schedule
   e) Committees: Gift Giving Protocol Report
   f) Mary Zenor Scholarship- Due May 19, 2023
   g) SCALE 30th Anniversary – November 3, 1993
   h) Bylaws Revision Vote- Ends May 19, 2023
   i) Investigative Assistance Reclassification

V. New Business
   a) Proposed Change RE: Retirement Gift from SCALE

VI. Executive Session

VII. Adjournment

SCALE

Board of Directors Meeting Minutes
Wednesday, May 3, 2023

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

Board Members In Attendance

Randy Bickel	Arla Graeff	Jonathan Charron
Lewis Fedor	Kirsten Alvarez	~~Heather Jeter~~
Mark Bardosh	Kevin Baker	Becky Williams
~~Keion Bryant~~		

Others In Attendance

Linda Riley	Kim Gillingham	~~Joe Hoffman (Mastagni)~~
Kris Grant	Brett Sherman	Dan Thompson
John Corcoran	Jeff Carter	Austin Allen
Isaac Eaquinto	Sharon Covello	Brian Gabriel
	Daniel Reyes	Stanislav Tofan

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 both in person and via Zoom.

II. Roll Call

III. Approval of **Board of Directors meeting** minutes from 4/5/2023

a. Motion: Arla Graeff
b. Second: Becky Williams
c. Passed: Unanimous (motion passes)

IV. Treasurer's Report

Accounts (4/30/2023)

General Fund 6222	98,060.82
Legal Defense Fund 3903	102,589.66

PAC Fund 3911		6,865.65
Savings 7915		201,440.73
Wells Fargo Office Acct.		1,849.94
Debit Card Acct.		2,451.59
	Total	**413,258.39**
Fidelity (4/30/2023)		**272,923.96**

Total Cash and Investments 686,182.35

Motion: Jonathan Charron
Second: Kevin Baker
Passed: Unanimous – motion passes

V. Old Business

A. Monthly Membership Appreciation Drawing - $20 Amazon Gift Card Drawing
  a. Oscar Barragan (DHA)
  b. Kristine Myhre (Crime Lab)
  c. Abdul Shahab (DCSS)
  d. Aaron Thomas (DCSS)

B. Sacramento County – COVID-19 Updates
  a. No new protocols currently. We will continue to watch for changes.

C. Central Valley Retiree Medical Trust Update
  a. Waiting for the County. This will be tabled for late summer/early fall.

D. 2023 "Take a Break" Schedule
  a. The Coroner's Office will be discussing this date and its availability.
  b. DCSS would like to schedule one for May 17th. This will be from 10 to 12 in the big room.

E. Committees: Gift Giving Protocol Report
  a. Jonathan, Arla, Lewis, and Randy will work on this over the next week and get a revised draft ready for the Board.

F. Mary Zenor Scholarship
  a. The final date is fast approaching. The committee will select a winner and the results will be given to the Board at the next meeting.

G. SCALE 30th Anniversary – November 3rd, 1993
   a. Arla has provided the Board with a list of a variety of options that she has been exploring.
   b. A discussion about the various options that Arla presented was had. The idea about flexibility, accessibility, and variety for our members was a key discussion point for selecting a venue and event.

Motion: Selection of California State Fair tickets as the anniversary celebration.
Motion: Jonathan Charron
Second: Becky Williams

During discussion, Randy said that the Executive Board will discuss the details on this.

Motion passes: Unanimous

H. Bylaws Revision Vote – Ends May 19, 2023
   a. As of today, 198 have voted out of 360 members have voted.
   b. A discussion was had about the Bylaws item H in the previous minutes. We had a change to the minutes to reflect that it is only 30 days total, not 30 additional days.

I. Investigative Assistance Reclassification
   a. There have been a couple of meetings regarding this so far. There is a deadline of May 5th for the group to get their documents (PDQs) prepared.
   b. We discussed how we will also be making headway on the process servers.

VI. New Business

A. Proposed Change RE: Retirement Gift from SCALE
   a. The cost of mounting a badge and replacing that badge has increased and is often exceeding the $200 we have currently allotted for this. A discussion was had about including this in our new Gift Giving Protocol.
   b. A motion was made to allow a retirement gift of the replacement badge and mounting cost, not to exceed $400 until the gift giving protocol has been changed.
      Motion: Jonathan Charron

Second: Becky Williams
Motion Passes: Unanimous

Suspending PAC meeting at 1229.

Back in session at 1236.

VII. Executive Session

VIII. Adjournment

Time: 1405
Motion: Arla Graeff
Second: Kevin Baker
Passed: Unanimous

Treasurer's Report

May 2023

Account	Beginning of Month May 1, 2023	End of Month May 31, 2023	Deposit / Int.	Withdrawals
General Fund 6222	$ 98,060.82	$ 106,828.13	$ 27,148.84	$ 18,381.53
Legal Defense 3903	$ 102,589.66	$ 102,591.49	$ 1.83	$ 0.00
PAC Fund 3911	$ 6,865.65	$ 6,865.77	$ 0.12	$ 0.00
Savings Acct 7915	$ 201,440.73	$ 201,444.32	$ 3.59	$ 0.00
Debit Card Account 3145	$ 2,451.59	$ 4,554.76	$ 2,500.00	$ 396.83
Wells Fargo Office Acct.	$ 1,849.94	$ 1,454.95	$ 1,000.00	$ 1,394.99
TOTALS: Liquid Accounts	$ 413,258.39	$ 423,739.42	$ 30,654.38	$ 20,173.35
			Interest Gains	**Cash Balance**
.delity Investments	$ 272,923.96	$ 274,012.87	$ 1,088.91	$ 274,012.87

Grand Totals - All Accounts (Current Balances) $ 697,752.29

May 22, 2023

Change in By-Laws Voting Results:

Good morning everyone,

On behalf of the Board of Directors, we would first like to thank the 243 of you that took the time to read the proposal and vote. We believe this is the simplest of solutions and one that will benefit both you as a member and SCALE as an organization.

- 243 of the 360 members voted, that is 68% of the membership.
- The vote was 240 for and 3 against, that is 98.8% in favor.
- The proposal passed.

The By-Laws will be amended and posted to the website within the next couple of weeks. SCALE need to calculate individual contributions and notify Payroll Services and the changes should be complete by July 1, 2023.

Again, we appreciate all of you who voted. Should anyone have any questions, we are always here for you. You can email the office at: info@scale.org or you can email me directly at: president@scale.org.

Thank you,

Randy Bickel, SCALE President
Criminal Investigator II, Public Defender's Office

Emergency Board Meeting Agenda
Tuesday, May 23, 2023 @ 2 PM

SCALE Office

I. Call to Order

II. Roll Call

III. New Business
  a) SCALE Name & Brand

a) Office SCALE is inviting you to a scheduled Zoom meeting.
b)
c) Topic: Emergency Board Meeting
d) Time: May 23, 2023 02:00 PM Pacific Time (US and Canada)
e)
f) Join Zoom Meeting
g) https://us02web.zoom.us/j/85132300147?pwd=aXlONWN5SWZMNk1YTkhaYU1IME9nQT09
h)
i) Meeting ID: 851 3230 0147
j) Passcode: 261129
k) One tap mobile
l) +16699006833,,85132300147#,,,,*261129# US (San Jose)
m) +16694449171,,85132300147#,,,,*261129# US
n)
o) Dial by your location
p) +1 669 900 6833 US (San Jose)
q)
r) Find your local number: https://us02web.zoom.us/u/kdW0reeIDZ

Adjourn

General Membership and Board Meeting Agenda
Wednesday, June 7, 2023 @ 12:00PM
Park Ranger Office
10361 Rockingham Dr. Ste,100, Sacramento,95827

If you are unable to attend in person: Please join us via Zoom
https://us02web.zoom.us/j/89847220550?pwd=eFhGNkhsaXl6cUdjQkRMdDBXd05hZz09
Meeting ID: 898 4722 0550
Passcode: 579374
One tap mobile
+16694449171,,89847220550#,,,,*579374# US
+16699006833,,89847220550#,,,,*579374# US (San Jose)
Find your local number: https://us02web.zoom.us/u/ketLmGdzHz

Call to Order

I. Roll Call

II. Approval of Minutes from Last Meeting (May 3, 2023)

III. Treasurer's Report

IV. Old Business
  a) Monthly Membership Appreciation Drawing
  b) Sacramento County- Covid-19 Updates
  c) Central Valley Retiree Medical Trust Updates
  d) 2023 "Take a Break Schedule
  e) Committees: Gift Giving Protocol Report
  f) Mary Zenor Scholarship – Award Winners
  g) SCALE 30th Anniversary – November 3, 1993
  h) Bylaws – Article 4 Voting Results
  i) PORAC Symposium May 31
  j) Investigative Assistance Reclassification
  k) Process Servers Reclassification
  l) Forensic Multimedia Educational Incentive

V. New Business
  a) Scale Name & Brand

VI. Executive Session

VII. Adjournment

Board of Directors and General Membership Meeting Minutes
Wednesday, June 7, 2023

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

Board Members In Attendance

Randy Bickel	Arla Graeff	Jonathan Charron
~~Lewis Fedor~~	Kirsten Alvarez	Heather Jeter
Mark Bardosh	Kevin Baker	~~Becky Williams~~
Keion Bryant		

Others In Attendance

Linda Riley	Kim Gillingham	Joe Hoffman (Mastagni)
Isaac Eaquinto	Brett Sherman	Dan Thompson
John Corcoran	Austin Allen	

I. The meeting was officially called to order at 1209 hours by Randy Bickel. The meeting was held at the Park Ranger Office, 10361 Rockingham Dr, Ste 100, Sacramento, CA 95827. The meeting was attended both in person and via Zoom. The Board of Directors and General Membership Meetings are being held together since they have a shared agenda. One set of minutes for both meetings will be recorded.

II. Roll Call

III. Approval of **Board of Directors meeting** minutes from 5/3/2023
a. Motion: Arla Graeff
b. Second: Kevin Baker
c. Passed: Unanimous (motion passes)

IV. Treasurer's Report

Accounts (5/31/2023)

General Fund 6222	106,828.13
Legal Defense Fund 3903	102,591.49
PAC Fund 3911	6,865.77

Savings 7915		201,444.32
Wells Fargo Office Acct.		1,454.95
Debit Card Acct.		4,554.76
	Total	**423,739.42**
Fidelity (5/31/2023)		**274,012.87**

Total Cash and Investments 697,752.29

Motion: Jonatan Charron
Second: Heather Jeter
Passed: Unanimous – motion passes

V. Old Business

A. Monthly Membership Appreciation Drawing - $20 Amazon Gift Card Drawing
  a. Reynando Accooe (DCSS)
  b. Danielle Andersen (DCSS)
  c. Hans Merten (DA)
  d. Theo Vang (DCSS)

B. Sacramento County – COVID-19 Updates
  a. No new updates on this topic. We will take this off the agenda from here on out unless a change occurs.

C. Central Valley Retiree Medical Trust Update
  a. No updates. Kim will continue to try and get this meeting organized.

D. 2023 "Take a Break" Schedule
  a. We had a meeting at DCSS last month and it seemed to be successful. If your location would like to schedule one of these, please reach out to Linda and Randy.

E. Committees: Gift Giving Protocol Report
  a. Linda has passed out the Gift Giving Protocol as edited by the committee.
  b. The board voted at the end of the meeting on this topic after reviewing the document.

Motion to approve the gift giving protocol.

Motion: Arla Graeff
Second: Keion Bryant

Motion passes: Unanimous

F. Mary Zenor Scholarship

   a. For members: 1st Place- Kalisa Johnson and 2nd place-Heather Griffiths. Both ladies work at the Coroner's office.
   b. 1st Place --Emma Martz daughter of Michelle Chao from Crime Lab.
      2nd place –Logan Vu son of Ben Vu from the Public Defender's office.

G. SCALE 30th Anniversary – November 3rd, 1993
   a. We have voted and agreed on the celebration package for the Anniversary. The State Fair packs will be purchased and distributed over the next few weeks.

H. Bylaws – Article 4, Item 1
   a. The Bylaws voting results were good. 243 votes (approx. 70%). 98.8% voted in favor. The bylaws have now been approved and should be active starting with the first paycheck in July.

I. PORAC Symposium May 31-June 1, 2023
   a. This happened at the end of the month and was well attended. Many topics were discussed at this event.
   b. This event also highlights some of the political items which will be discussed more at their next meeting.

J. Investigative Assistance Reclassification
   a. We have done a lot of work on this at this point. We have requested a meeting with the County as a second method to approach this to change the relationship of the IA to the CI. This will also ultimately affect the Process Servers. This is the second approach in tandem with the original approach.

K. Process Servers Reclassification
   a. We are working on the IA and CI reclassification. Part of this work will potentially affect the Process Servers. These positions may have some leaning on one another, so we will be working on getting the reclass study on this group soon.

L. Forensic Multimedia Educational Incentive

a. This has been something that was intended since bringing them into the union. Matt and Kim are discussing establishing their benchmark and about the educational incentive.

Note: GMM was suspended at 1226. PAC called to order at 1226.

VI. New Business

A motion was made to incorporate and approve the meeting minutes for the emergency meeting.

Motion: Arla Graeff
Second: Heather Jeter
Passed: Unanimous

A. SCALE Name and Brand
   a. The timeline of the start of this process is as follows:

   -Notified by email on Wednesday May 17th 2023 by Mike Sullivan.
   -Conference call with Dan Thompson and Joe Hoffman Thursday May 18th.
   -Joe Hoffman reached out to Mike Sullivan via email, text and phone on Friday May 19th.
   -Emergency Board meeting was held on Tuesday May 23rd.
   -A letter was produced to Thien Ho, Matt Connolly, and Count Counsel on May 26th.
   -Received a Response letter from Thien Ho on June 1st, 2023.
   -Got Opinion from both counsels on June 2, 2023.
   -Met with Thien Ho on June 6, 2023. There is not currently a complaint, but if one is made, he cannot ignore it.

B. According to our current bylaws (Article 11), the timeline that this change needs to move.

   a. The Timeline for the change is as follows: AS of today, Linda will send out a letter to all Membership, there will be 10 days for comments. At that time, that timeline will close.

   b. The name suggestion will close June 17th. The Board will meet on June 20th at noon to discuss and decide on the name that will go out in vote.

C. Open Forum

a. A discussion about the potential to have a change in classifications for the IAs/CIs. There is some movement and agreement on the name change. We have made some movements and are still waiting on some information before continuing forward.
b. There was also a question about moving the IA's from the 002/004 classification over to 031.
c. Both of these topics were addressed by President Bickel and he will be reaching out in a timely manner with further information.

VII. Executive Session

1312 out of executive for a vote.

Motion to approve the Arbitration dealing with the vacation approval.

Motion: Jonathan Charron
Second: Arla Graeff
Motion passes

Back in Executive at 1314.

1515 out of executive for a vote.

Motion to not support the arbitration dealing with Mr. Hooks termination.

Motion: Heather Jeter
Second: Kirsten Alvarez
Motion passes with 6 yeas, no nays, 1 abstention.

VIII. Adjournment

Time: 1519
Motion: Keion
Second: Arla
Passed: Unanimous

Board Meeting Agenda
Wednesday, July 12, 2023 @ 12:00PM
SCALE Office
2366 Gold Meadow Way, Gold River, 95670

Zoom Information
https://us02web.zoom.us/j/89775477303?pwd=bFJrSmdraTdwM08wSHVaU0YxS2Nadz09

Meeting ID: 897 7547 7303
Passcode: 439297

---One tap mobile
+16699006833,,89775477303#,,,,*439297# US (San Jose)
+16694449171,,89775477303#,,,,*439297# US

---Dial by your location
• +1 669 900 6833 US (San Jose)
• +1 669 444 9171 US

Find your local number: https://us02web.zoom.us/u/kdTRF2nWHl

Call to Order

I. Roll Call

II. Approval of Minutes from Last Meeting (June 7, 2023)

III. Treasurer's Report

IV. Old Business
   a) Monthly Membership Appreciation Drawing
   b) Central Valley Retiree Medical Trust Updates
   c) 2023 "Take a Break Schedule
   d) SCALE 30th Anniversary – November 3, 1993
   e) Investigative Assistance Reclassification
   f) Process Servers Reclassification
   g) Forensic Multimedia Educational Incentive
   h) SCALE Name & Brand Updates

V. New Business
   a) Park Ranger Wellness Benefit Request

VI. Executive Session

VII. Adjournment

SCALE

Board of Directors Meeting Minutes
Wednesday, July 12, 2023

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

Board Members In Attendance

Randy Bickel	Arla Graeff	Jonathan Charron
Lewis Fedor	Kirsten Alvarez	Heather Jeter
Mark Bardosh	Kevin Baker	Becky Williams
Keion Bryant		

Others In Attendance

Linda Riley	~~Kim Gillingham~~	Dan Thompson (Goyette)
Rhett Thompson	Denae Sexson	Jeff Carter
Isaac Eaquinto	Michelle Chao	Mike Morriera

I. The meeting was officially called to order at 1204 hours by Randy Bickel. The meeting was held at the SCALE Office, 2366 Gold Meadow Way, Gold River, CA 95670. The meeting was attended both in person and via Zoom.

II. Roll Call

III. Approval of General Membership Meeting minutes from 6/7/2023
  a. Motion: Arla Graeff
  b. Second: Kevin Baker
  c. Passed: Unanimous (motion passes)

IV. Treasurer's Report

Accounts (6/30/2023)

General Fund 6222	89,105.16
Legal Defense Fund 3903	102,592.38
PAC Fund 3911	6,865.83
Savings 7915	201,446.06
Wells Fargo Office Acct.	591.92

Debit Card Acct.		2,044.40
	Total	**402,645.75**
<u>Fidelity (6/30/2023)</u>		**275,080.08**

Total Cash and Investments 677,725.83

Motion: Becky Williams
Second: Arla Graeff
Passed: Unanimous – motion passes

V. Old Business

A. Monthly Membership Appreciation Drawing - $20 Amazon Gift Card Drawing
   a. 17 Michael Baker (DA)
   b. Amy (DCSS)
   c. Crystal Resurreccion (DCSS)
   d. Daniel Ming (PD)

B. Central Valley Retiree Medical Trust Update
   a. Update when Kim is present.

C. 2023 "Take a Break" Schedule
   a. The Board will reach out if and when their group is requesting a "Take A Break".

D. SCALE 30th Anniversary – November 3rd, 1993
   a. Really good feedback so far. We do not have any plans for extras at this point. Please have people exchange or trade their tickets if they have extras or are not planning on attending.

E. Investigative Assistance Reclassification
   a. This is in the works. We will touch base with Kim on this regarding any feedback or response from the head of labor relations.

F. Process Servers Reclassification
   a. This is being tabled for an update from Kim.

G. Forensic Multimedia Educational Incentive
   a. Tabled until Kim is present to give us an update.

H. SCALE Name & Brand Updates
   a. This is currently out for vote. The 20th is the last date and we will have the results of this.

VI. New Business

A. Park Ranger Wellness Benefit Request
   a. Mark has read through many MOUs of various law enforcement agencies in the area. There is a lack of fitness equipment budget and benefits in the MOU as it stands now. Mark will continue to collect the MOU's from other agencies in preparation for bringing this up at negotiations or as an opportunity for a side letter.
   b. There was also discussion about applying for grant money to fund some equipment and fitness materials for their group.

VII. Executive Session

VIII. Adjournment

Time: 1252
Motion: Jonathan Charron
Second: Arla Graeff
Passed: Unanimous

BOD meeting pause at: 1248

PAC
Minutes: Becky
2nd Kevin

Treasurer
Minutes:Kevin
2nd Arla

HR we are at 287. They are hoping to get to 290. This is continuing to get momentum.

County Sups – all been met with. If we have any specific issues that come up that we need to talk to about with them, bring this up.

Motion to Close Becky

Arla 2nd passes @1251

Board Meeting Agenda
Wednesday, August 2, 2023 @ 12:00PM
SCALE Office
2366 Gold Meadow Way, Gold River, 95670

Join Zoom Meeting
https://us02web.zoom.us/j/87286705296?pwd=Y0JHaXgxV3NZb3FDL1lEZ0VZMExMdz09
Meeting ID: 872 8670 5296
Passcode: 616620
---One tap mobile
+16694449171,,87286705296#,,,,*616620# US
+16699006833,,87286705296#,,,,*616620# US (San Jose)
---Dial by your location
• +1 669 444 9171 US

Call to Order

I. Roll Call

II. Approval of Minutes from Last Meeting (July 12, 2023)

III. Treasurer's Report

IV. Old Business
   a) Monthly Membership Appreciation Drawing
   b) Central Valley Retiree Medical Trust Updates
   c) 2023 "Take a Break Schedule
   d) Investigative Assistance Reclassification
   e) Process Servers Reclassification
   f) Forensic Multimedia Educational Incentive
   g) SCALE Name & Brand Updates
   h) Park Ranger Wellness Benefit Request

V. New Business
   a) 2024-2025 Nominations for President, LESU, Crime Lab, Park Ranger, & Public Defender – Start September 1, 2023
   b) Voting Results For: Bylaw Change and Name Change
   c) List of People to Notified with Name Change
   d) PORAC Conference- November 16-18-2023
   e) PORAC Valley Chapter Meeting – September 14,2023- SCALE Hosting

VI. Executive Session

VII. Adjournment

Board of Directors Meeting Minutes
Wednesday, August 2, 2023

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

Board Members In Attendance

Randy Bickel	Arla Graeff	Jonathan Charron
Lewis Fedor	Kirsten Alvarez	Heather Jeter
~~Mark Bardosh~~	~~Kevin Baker~~	Becky Williams
Keion Bryant	Joaquin Farinha	

Others In Attendance

Linda Riley	Kim Gillingham (GRT)	Rhett Thompson
Stephen Papagianni	Brian Gabriel (Mastagni)	

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 both in person and via Zoom.

II. Roll Call

III. Approval of BOD Meeting minutes from 7/12/2023
   a. Motion: Arla Graeff
   b. Second: Heather Jeter
   c. Passed: Unanimous (motion passes)

IV. Treasurer's Report

Accounts (7/31/2023)

General Fund 6222	80,163.68
Legal Defense Fund 3903	102,593.24
PAC Fund 3911	6,615.89
Savings 7915	201,447.75
Wells Fargo Office Acct.	1,487.23

Debit Card Acct.		2,924.68
	Total	**395,232.47**
<u>Fidelity (7/31/2023)</u>		**276,197.26**
	Total Cash and Investments	**671,429.73**

Motion: Kirsten Alvarez
Second: Becky Williams
Passed: Unanimous – motion passes

V. Old Business

A. Monthly Membership Appreciation Drawing - $20 Amazon Gift Card Drawing
   a. Roy Casillas (DCSS)
   b. Patrick Jacobs (Crime Lab)
   c. Matt Nakayama (Crime Lab)
   d. Rhett Thompson (Forensic Multimedia)

B. Central Valley Retiree Medical Trust Update
   a. The trust is going to forward the trust document to Matt. He will review this and schedule a meeting to discuss this.

C. 2023 "Take a Break" Schedule
   a. These are an option for any group who would like to take some time with to speak with the Union. Any rep or member who wants one of these to occur, please reach out.

D. Investigative Assistance Reclassification
   a. Matt has been contacted again today to get the ball rolling on this. Kim and Randy will continue to push this to move forward and get some direction.

E. Process Servers Reclassification
   a. This is being discussed within the conversations about the IA reclassification. Please refer to Item D for the status.

F. Forensic Multimedia Educational Incentive
   a. We have sent a memo to Labor Relations. We discussed this topic in June. Matt has been sent a memo, and he has pushed back at this point. We are requesting to talk about this further when he meets with us about the reclassification.

G. SCALE Name & Brand Updates
   a. We need to email out to the management of the various representatives. Diana MacFarlane is working on moving all of the documents forwarded to the various agencies to formally change our name.

H. Park Ranger Wellness Benefit Request
   a. Tabled for Mark to be here.
   b. Note that the national Park Ranger day is July 31st. We will keep this in our calendar for next year to make sure that we celebrate them and the work that they do.

VI. New Business

A. 2024-2025 Nominations for President, LESU, Crime Lab, Park Ranger, & Public Defender – Starts September 1, 2023
   a. Nominations will be coming up next month for the various positions listed.

B. Voting Results for: Bylaws Change and Name Change
   a. The results passed with 181 (Yes) 81.5% and 41 (No) 18.5% Total of 222 members voting.

C. List of People to be notified with Name Change
   a. This was discussed in Old business.

D. PORAC Conference – November 16-18 2023
   a. This is encouraged to be attended by the Board.

E. PORAC Valley Chapter Meeting – September 14, 2023 – SCALE Hosting
   a. We will be hosting and all Board members should attend if they are able to.

BOD meeting paused at 1225 to hold the PAC Meeting. BOD meeting began again at 1227

VII. Executive Session

VIII. Adjournment

Time: 1327
Motion: Kirsten Alvarez
Second: Heather Jeter

Passed: Unanimous

SCALE

SACRAMENTO COUNTY ALLIANCE OF LAW ENFORCEMENT — S.C.A.L.E.

General Members & Board Meeting Agenda
Wednesday, September 6, 2023 @ 12:00PM
DCSS, 3701 Power Inn Rd, Sacramento, 95826

Zoom : https://us02web.zoom.us/j/84750196032?pwd=cFQ0am8xcVlZU0p0QmdmSGd4dFJrUT09
Meeting ID: 847 5019 6032
Passcode: 179586

One tap mobile
+16694449171,,84750196032#,,,,*179586# US

Call to Order

I. Roll Call

II. Approval of Minutes from Last Meeting (August 2, 2023)

III. Treasurer's Report

IV. Old Business
   a) Monthly Membership Appreciation Drawing
   b) Central Valley Retiree Medical Trust Updates
   c) Investigative Assistance Reclassification
   d) Process Servers Reclassification
   e) Forensic Multimedia Educational Incentive
   f) SCALE Name & Brand Updates-
   g) Park Ranger Wellness Benefit Request
   h) 2024-2025 Nominations for President, LESU, Crime Lab, Park Ranger, & Public Defender- Start September 1, 2023
   i) PORAC Valley Chapter Meeting- SCALE Hosting, SPOA, September 14, 2023

V. New Business
   a) Knights of Columbus, Charity Golf- Benefiting Mother Teresa Maternity Home
   b) Sac. County Deputy Sheriffs Golf Tournament- Benefiting Star VI
   c) Description and Duties of Representatives

VI. Executive Session

VII. Adjournment

SCALE

Board of Directors and General Membership Meeting Minutes
Wednesday, September 6, 2023

DCSS
3701 Power Inn Rd
Sacramento, CA 95826
12PM

Board Members In Attendance

Randy Bickel	Arla Graeff	Jonathan Charron
Lewis Fedor	Kirsten Alvarez	Heather Jeter
Mark Bardosh	~~Kevin Baker~~	~~Becky Williams~~
~~Keion Bryant~~		

Others In Attendance

Linda Riley	~~Kim Gillingham~~	~~Joe Hoffman (Mastagni)~~
Dan Thompson	Kathleen Mastagni-Storm	Jeff Carter
Acacia Valenzuela	Gabrielle Ortiz	Alecia Winborne
Amy Morrison	Heather Mckimmy	Alejandra Mercado
Dawn Ramiro	Joseph Chin	Alicia Washington
Denae Sexson	Julie Lewis	Ann Lee
Erika Acosta Uehara	Gabrielle Ortiz	Brad C. Sankus
Nydia Gonzalez	Idilia Sepulveda	Bradly Monceaux
Saleshni Singh	Justin Bragg	Brittany Phanvilay
Sarah Hinse	Kathleen Monasterio	Daniel Reyes
Victoria Zapien	Mike Morreira	Danielle Anderson
Todd Nobbe	Tamara Hanna	Deolinda Rodrigues
Paul Tuggle	Paul Brown	Daniel Ming
Brittney Stamps		

I. The meeting was officially called to order at 1222 hours by Randy Bickel. The meeting was held at DCSS, 3701 Power Inn Rd, Sacramento, CA 95826. The meeting was attended only in person. A Zoom link was originally set up, but due to a technical difficulty, we were not able to launch the virtual meeting. The Board of Directors and General Membership Meetings are being held together since they have a shared agenda. One set of minutes for both meetings will be recorded.

II. Roll Call

III. Approval of **Board of Directors meeting** minutes from 8/2/2023

a. Motion: Arla Graeff
b. Second: Heather Jeter
c. Passed: Unanimous (motion passes)

IV. Treasurer's Report

Accounts (8/31/2023)		
General Fund 6222		95,341.20
Legal Defense Fund 3903		102,594.10
PAC Fund 3911		6,615.95
Savings 7915		201,449.44
Debit Card Acct.		2,234.72
Wells Fargo Office Acct.		2,972.93
	Total	**411,208.34**
Fidelity (8/31/2023)		**277,363.68**

Total Cash and Investments 688,572.02

Motion: Kirsten Alvarez
Second: Mark Bardosh
Passed: Unanimous – motion passes

At 1227 we are suspending the GMM to start PAC
GMM back at 1250

V. Old Business

A. Monthly Membership Appreciation Drawing - $20 Amazon Gift Card Drawing
   a. Debra Bisher (DCSS)
   b. Lane Chetham (Coroner)
   c. Gina Robins (DA)
   d. Stephanie James (Crime Lab)

B. Central Valley Retiree Medical Trust Update
   a. They cannot do anything until after the Open Enrollment period is over. Kim has talked with labor relations, and we will talk with them after OE.

C. Investigative Assistance Reclassification

a. We have talked to labor relations. We will be filing a civil service violation. This will go to the civil service commission. We will have a better update once Kim is able to update the Board.

D. Process Servers Reclassification
   a. This will be updated once Kim is able to update the Board.

E. Forensic Multimedia Educational Incentive
   a. This will be updated once Kim is able to update the Board.

F. SCALE Name & Brand Updates
   a. We have begun the process of changing over the names and documents to reflect the new name. We are working on a new logo and branding. We have already begun the process of the name change with the State and notifying the County.

G. Park Ranger Wellness Benefit Request
   a. The Rangers are looking to expand or start a program for Parks. Every agency has an opportunity to work out during the shift, before, or after based on staffing. This is important for the work that they do in order to stay in premium shape. This is something that Parks is really pushing for, but their supervisors are saying to bring this up during negotiations and that there is not sufficient space to have a gym. They are looking for a formal letter to their supervisors that this benefit will be addressed outside of negotiations.

H. 2024-2025 Nominations for President, LESU, Crime Lab, Park Ranger, & Public Defender – Starts September 1, 2023
   a. Many nominations have come in via email for the various positions. The following is the current list as of this meeting.
      i. President – Randy Bickel
      ii. LESU – Aaron Copland -DHA, Monica Gomes – DCSS, Dwaynitta Parker – DCSS, Paul Tuggle – DCSS, Paul Brown (DA)
      iii. Crime Lab – Jonathan Charron
      iv. Park Ranger – Mark Bardosh, James Brennan
      v. Public Defender – Daniel Ming

I. PORAC Valley Chapter Meeting – SCALE hosting, SPOA, September 14, 2023
   a. We are hosting this. This is at 6pm for dinner and 7pm for the meeting.

Motion was made to purchase a table for the purchase of 1 additional table for the St Patrick's Dinner to accommodate more members to attend.

Motion: Arla Graeff
2nd: Becky Williams
Unanimous - Motion passes.

VI. New Business

A. Knights of Columbus, Charity Golf – Benefiting Mother Teresa Maternity Home
   a. A motion was made to purchase 2 foursomes and a hole sponsorship for the amount of $1500.

Motion: Arla Graeff
2nd: Mark Bardosh
Unanimous - Motion passes.

B. Sac County Deputy Sheriffs Golf Tournament – Benefiting Star VI

A motion was made to be a hole sponsor for Star VI.

Motion: Kirsten Alvarez
2nd: Arla Graeff

A discussion was had and an amendment to the motion was made. The new motion was amended to read "A motion for a 4some and a hole Sponsor for a total of $1150."
Unanimous - Motion passes.

C. Open Forum

A motion was made to support going to arbitration over the "Me too" clause regarding the DSA getting a 2.5% raise for those in the safety retirement classifications.

Motion: Heather Jeter

2nd: Arla Graeff
Unanimous – Motion passes

A motion was made to hold the vote to endorse Maggie Krell until the December Board meeting.
Motion: Arla
2nd: Kirsten
Unanimous – Motion passes

VII. Executive Session

1357 out of executive for voting on the Open Forum topics.

Back in Executive at 1414.

VIII. Adjournment

Time: 1430
Motion: Jonathan Charron
Second: Heather Jeter
Passed: Unanimous

Board Meeting Agenda
Wednesday, October 4, 2023 @ 12:00PM
Public Defenders Office, 700 H St, Sacramento, 95814
Hearing Room #1-- On First Floor

Sacramento County Criminal Justice Employees' Union (SCCJEU) is inviting you to a scheduled Zoom meeting.
https://us02web.zoom.us/j/88945874084?pwd=V1NPNkNjcFhTdjNYdWp5c3pZcktqdz09
Meeting ID: 889 4587 4084
Passcode: 187280
One tap mobile
+16694449171,,88945874084#,,,,*187280# US
• +1 669 444 9171 US

Call to Order

I. Roll Call

II. Approval of Minutes from Last Meeting (September 6, 2023)

III. Treasurer's Report

IV. Old Business
   a) Monthly Membership Appreciation Drawing
   b) Central Valley Retiree Medical Trust Updates
   c) Investigative Assistance Reclassification
   d) Process Servers Reclassification
   e) Forensic Multimedia Educational Incentive
   f) SCALE Name & Brand Updates-
   g) Park Ranger Wellness Benefit Request
   h) 2024-2025 Nominations for President, LESU, Crime Lab, Park Ranger, & Public Defender- Ballot Open, October 2, 202

V. New Business
   a) Public Safety & Community Appreciation Luncheon—November 3,2023 Justice Beyond the Courtroom
   b) Holiday Membership Appreciation 2023
   c) Board Appreciation Holiday Dinner - December 16, 2023

VI. Executive Session

VII. Adjournment

Board of Directors Meeting Minutes
Wednesday, October 4, 2023

Public Defenders Office
700 H St. – Hearing Room #1
Sacramento, CA 95814
12PM

Board Members In Attendance

Randy Bickel	Arla Graeff	Jonathan Charron
Lewis Fedor	Kirsten Alvarez	Heather Jeter
Mark Bardosh	Kevin Baker	Becky Williams
Keion Bryant		

Others In Attendance

Linda Riley	Kim Gillingham	Joe Hoffman (Mastagni)
~~Dan Thompson~~	Mike Morreira	Isaac Eaquinto
Brian Farnsworth	A Allen	Rhett Thompson
Russ Petris	Preet Badyal	Binh Vu
Erica Calderon	Lisa D'Aeseth	Daniel Ming

I. The meeting was officially called to order at 1202 hours by Randy Bickel. The meeting was held at the Public Defender's Office, 700 H St., Sacramento, CA 95814 in Hearing Room #1. The meeting was attended only in person and via Zoom.

II. Roll Call

III. Approval of **Board of Directors meeting** minutes from 9/6/2023
  a. Motion: Arla Graeff
  b. Second: Becky Williams
  c. Passed: Unanimous (motion passes)

IV. Treasurer's Report

Accounts (9/30/2023)

General Fund 6222	119,348.81
Legal Defense Fund 3903	102,594.90
PAC Fund 3911	6,616.00

Savings 7915		201,451.02
Debit Card Acct.		1,942.94
Wells Fargo Office Acct.		2,655.75
	Total	**434,609.42**
Fidelity (9/30/2023)		**278,497.71**
	Total Cash and Investments	**713,107.13**

Motion: Keoin Bryant
Second: Jonathan Charron
Passed: Unanimous – motion passes

V. Old Business

A. Monthly Membership Appreciation Drawing - $20 Amazon Gift Card Drawing
   a. Justin Bragg (DCSS)
   b. An Lee (DCSS)
   c. Kevin Papaneux (DA)
   d. Arcacia Valenzuela (DCSS)

B. Central Valley Retiree Medical Trust Update
   a. Labor relations is working with Risk Management to schedule this meeting at some point after Open Enrollment. Initially, if all gets approved and established, it would be employee contribution only, with the option of negotiating it into County labor contracts afterwards for County based contributions.

C. Investigative Assistance Reclassification
   a. Our next step is to try and link the IAs to the CIs. Currently, based on many comparables, the IA's and their job specifications are viewed as being accurate and representative of the work that they do, with the exception of a few things.
   b. An email has been sent to County Labor last Friday tied with a grievance that was previously filed.

D. Process Servers Reclassification
   a. The process server job class review has commenced is what we are hearing, but we have not confirmed this with the County as of yet.

E. Forensic Multimedia Educational Incentive

   a. This series is a new classification that was created. As part of the formation, the County is committing to look at their internal relationships and who this class is linked to. We are finding ways of approaching this to benefit their standing and to attempt to get the educational incentives discussion on the table.

F. SCALE Name & Brand Updates

   a. We have a mark-up of a new logo that is based off of the input of the Board from the previous meeting.

Motion to approve the Logo that was passed around to the Board.

Motion: Kirsten Alvarez
2nd: Becky Williams

Motion Passes - Unanimous

G. Park Ranger Wellness Benefit Request

   a. No updates at this point in time. They are still being told that there is no room in their current building for a gym.

H. 2024-2025 Nominations for President, LESU, Crime Lab, Park Ranger, & Public Defender – Starts September 1, 2023

   a. Nominations are closed.
      i. There are currently two races.
      ii. Rangers – 5 of the 37 members have voted at this point in time.
      iii. LESU – Only around 40 have voted so far.
      iv. Voting will be closed October 31st unless all members vote, and it will be closed at that time.

VI. New Business

A. Public Safety & Community Appreciation Luncheon – November 3, 2023 Justice Beyond the Courtroom

   a. A motion was made to sponsor an Advocate sponsor ($1500) and a Second table for ($1000). All Board members who are able

to can attend. Any further tickets not taken by the Board will be offered to the Membership.
Motion: Heather Jeter
2nd: Jonathan Charron
Motion passes

B. Run With Cops Fundraiser – Chaplaincy
   a. This is a fundraiser that offers support for victims and family of victims of crime. They also support first responders and offer support to them.
   b. A motion was made to sponsor this fundraiser for the amount of $1000.

   Motion Kirstin Alvarez
   2nd: Becky Williams
   Motion passes

C. Holiday Membership Appreciation 2023
   a. A discussion was had regarding the 2023 Membership Appreciation Gift. The discussion included talk of maintaining the amount we gave the membership last year, scheduling a food truck event, reducing the amount from last year, and funding individual membership group parties.
   b. A motion was made to retain the same gift amount as last year with discussion at a later date about a food truck event and swag.
      Motion: Kirstin Alvarez
      2nd: Keion Bryant

D. Board Appreciation Dinner
   a. December 16th is our Board Appreciation welcome and goodbye party for the Board.

Board meeting paused at 1249 for PAC Meeting.

Resume Board meeting at 1255.

VII. Executive Session

VIII. Adjournment

Time: 1405
Motion: Kirsten Alvarez
Second: Heather Jeter
Passed: Unanimous

SCALE

Board Meeting Agenda
Wednesday, November 1, 2023 @ 12:00PM
Office, 2366 Gold Meadow Way, Gold River, 95670

Sacramento County Criminal Justice Employees' Union (SCCJEU) is inviting you to a scheduled Zoom meeting.
https://us02web.zoom.us/j/82128015584?pwd=OFEvcmJLd204KzZzb3hySkVpMXpPQT09
Meeting ID: 821 2801 5584
Passcode: 257936   One tap mobile
+16694449171,,82128015584#,,,,*257936# US
+16699006833,,82128015584#,,,,*257936# US (San Jose)
Find your local number: https://us02web.zoom.us/u/kbPQRu43ck

Call to Order

I. Roll Call

II. Approval of Minutes from Last Meeting (October 4, 2023)

III. Treasurer's Report

IV. Old Business
   a) Monthly Membership Appreciation Drawing
   b) Central Valley Retiree Medical Trust Updates
   c) Investigative Assistance Reclassification
   d) Process Servers Reclassification
   e) Forensic Multimedia Educational Incentive
   f) Brand Updates
   g) Park Ranger Wellness Benefit Request
   h) 2024-2025 Election Results
   i) Holiday Membership Appreciation
   j) Public Safety & Community Appreciation Luncheon-November 3, 2023

V. New Business
   a) 2024 Dates & Location of Board Meetings

VI. Executive Session

VII. Adjournment

SCALE

Board of Directors Meeting Minutes
Wednesday, November 1, 2023

SCALE Office
2366 Gold Meadow Way
Gold River, 95670
_12PM_

Board Members In Attendance

~~Randy Bickel~~	Arla Graeff	Jonathan Charron
Lewis Fedor	Kirsten Alvarez	~~Heather Jeter~~
Mark Bardosh	Kevin Baker	Becky Williams
Keion Bryant		

Others In Attendance

Linda Riley	~~Kim Gillingham~~	~~Joe Hoffman (Mastagni)~~
~~Dan Thompson~~	Aaron Copland	Jeff Carter
Dwaynitta Parker	Joaquin Farinha	Stacy McPhearson
A Allen	Isaac Eaquinto	Monica Gomes
America Garcia	Mike Morreira	Ana Vega
		M Lazure

I. The meeting was officially called to order at 1201 hours by Arla Graeff. The meeting was held at the SCALE Office, 3701 Power Inn Rd, Sacramento, CA 95826. The meeting was attended and via Zoom.

II. Roll Call

III. Approval of **Board of Directors meeting** minutes from 10/4/2023
   a. Motion: Keion Bryant
   b. Second: Lewis Fedor
   c. Passed: Unanimous (motion passes)

IV. **Treasurer's Report**

Accounts (10/31/2023)

General Fund 6222	106,013.06
Legal Defense Fund 3903	102,595.79
PAC Fund 3911	6,616.06

Savings 7915		201,452.76
Debit Card Acct.		12,955.21
Wells Fargo Office Acct.		2,084.02
	Total	**431,716.90**

<u>Fidelity (10/31/2023)</u> **279,676.54**

Total Cash and Investments 711,393.44

Motion: Becky Willams
Second: Jonathan Charron
Passed: Unanimous – motion passes

V. Old Business

A. Monthly Membership Appreciation Drawing - $20 Amazon Gift Card Drawing
   a. 373 – Alexa Wineborne (DCSS)
   b. 54 – Harry Burgoon (DA)
   c. 81 – Michael Dace (DHA)
   d. 333 – Sheryl Thurn (DCSS)

B. Central Valley Retiree Medical Trust Update
   a. This is being tabled until Kim is present to discuss this item.

C. Investigative Assistance Reclassification
   a. Matt has reached out about scheduling a meeting with an offer to talk about appropriate comparable classifications for the IA's and the internal relationships regarding process servers, forensic multimedia, and laboratory techs. When this is scheduled, the Board will be updated on the date.

D. Process Servers Reclassification
   a. See Item C.

E. Forensic Multimedia Educational Incentive
   a. See Item C.

F. SCALE Name & Brand Updates
   a. We are in the process of updating documents, logos, and information to reflect the name change.

G. Park Ranger Wellness Benefit Request
   a. No updates. The feedback seems that management wants to include this topic during negotiations.

H. 2024-2025 Election Results
   a. Mark Bardosh won the election for Park Rangers
   b. Dwaynitta Parker came in 1st for the LESU race with Paul Brown coming in 2nd.
   c. Due to no one having a majority of a vote, a runoff between Dwaynitta and Paul will occur in accordance with our bylaws.

I. Holiday Membership Appreciation
   a. The cut off date for this will be November 18th. If you have not signed up at this point, you will not be receiving the holiday gift.

J. Public Safety & Community Appreciation Luncheon – November 3, 2023
   a. We still have 3 seats available for this. If you have any members interested, please reach out to Linda ASAP.

VI. New Business

A. 2024 Dates & Location of Board Meetings
   a. Motion to move the January Meeting date to 1/10/24.
      i. Motion: Jonathan Charron
      ii. 2nd Keion Bryant
      iii. Motion Passes

If there are new locations that you would like to suggest, please let Linda know. All of the representatives need to look at the dates.

Vote for approving $500 for a gift for Linda:
Motion: Kevin Baker
2nd: Keion Bryant

Vote for approving $500 for a holiday gift for Randy Bickel:
Motion: Keion Bryant
2nd: Lewis Fedor

Meeting paused at 1224 for PAC Meeting

VII. Executive Session

VIII. Adjournment

Time: 1319
Motion: Kevin Baker
Second: Becky Williams
Passed: Unanimous

SCALE

General Members & Board Meeting Agenda
Wednesday, December 6, 2023 @ 12:00PM
Crime Lab, 4800 Broadway, Sacramento,95820

Join Zoom Meeting
https://us02web.zoom.us/j/82575511549?pwd=bjJ6b29KRG8wcUdnWUZ6akh2elpBdz09
Meeting ID: 825 7551 1549
Passcode: 360824
One tap mobile
+16699006833,,82575511549#,,,,*360824# US (San Jose)
• +1 669 900 6833 US (San Jose)
Find your local number: https://us02web.zoom.us/u/kecwBH5b5L

Call to Order

I. Roll Call

II. Approval of Minutes from Last Meeting (November 1, 2023)

III. Treasurer's Report

IV. Old Business
   a) Monthly Membership Appreciation Drawing
   b) Central Valley Retiree Medical Trust Updates
   c) Investigative Assistance Reclassification
   d) Process Servers Reclassification
   e) Forensic Multimedia Educational Incentive
   f) 2024-2025 LESU Special Election Results
   g) Holiday Membership Appreciation
   h) 2024 Dates & Locations of Board Meetings

V. New Business
   a) Transition to SCCJEU
   b) PORAC Benefits Availability for All Units

VI. Executive Session

VII. Adjournment

Sacramento County Criminal Justice Employees' Union

Board of Directors and General Membership Meeting Minutes
Wednesday, December 6th, 2023

Crime Lab
4800 Broadway
Sacramento, CA 95820
12PM

Board Members In Attendance

Randy Bickel	Arla Graeff	Jonathan Charron
Lewis Fedor	Kirsten Alvarez	Heather Jeter
Mark Bardosh	Kevin Baker	Becky Williams
Keion Bryant		

Others In Attendance

Linda Riley	Kim Gillingham	~~Joe Hoffman (Mastagni~~)
Dan Thompson	Isaac Eaquinto	Jeff Carter
Shaunell Robinson	Dwaynitta Parker	Stacy McPherson
Makeba Black	Rhett Thompson	Joachin
Mary Her		Allen A.
Heather Griffiths		

I. The meeting was officially called to order at 1206 hours by Randy Bickel. The meeting was held at the Crime Lab, 4800 Broadway Ste 200, Sacramento, CA 95820. The meeting was attended in person and via Zoom. The Board of Directors and General Membership Meetings are being held together since they have a shared agenda. One set of minutes for both meetings will be recorded.

II. Roll Call

III. Approval of **Board of Directors meeting** minutes from 11/1/2023

a. Motion: Arla Graeff
b. Second: Becky Williams
c. Passed: Unanimous (motion passes)

IV. Treasurer's Report

Accounts (11/30/2023)		
General Fund 6222		109,329.99
Legal Defense Fund 3903		102,596.62
PAC Fund 3911		6,616.11
Savings 7915		201,454.39
Debit Card Acct.		8,879.12
Wells Fargo Office Acct.		1,745.00.
	Total	**430,621.23**

Fidelity (11/30/2023) **280,824.14**

Total Cash and Investments 711,445.37

Motion: Kirsten Alvarez
Second: Kevin Baker
Passed: Unanimous – motion passes

At 1227 we are suspending the GMM to start PAC
GMM back at 1250

V. Old Business

A. Monthly Membership Appreciation Drawing - $20 Amazon Gift Card Drawing
   a. We will be holding 2 sets of these drawings in the January meeting.

B. Central Valley Retiree Medical Trust Update
   a. The County is in possession of the trust document. They have committed to reviewing this by end of this January. Once they review this, they will set a meeting with us.

C. Investigative Assistance Reclassification
   a. We are attempting to tie in IA with the CI classification due to the fact that many of the IA's are doing more work than many IA classifications that they are being compared to.

D. Process Servers Reclassification
   a. They have agreed to do a class study with the process servers.

E. Forensic Multimedia Educational Incentive

   a. A side letter discussing the educational incentives for this group exists. We will further explore getting this group tied to

a classification for comparables for the next round of negotiations. Educational Incentives can be brought up and fought for at the table.

F. 2024-2025 LESU Special Election Results/ Board Changes
    a. Dwaynitta Parker has won the LESU Special Election.
    b. Lewis Fedor is retiring and will no longer be the DHA representative and Board Treasurer. Becky Williams is slated to take his place as Treasurer.
    c. Keion Bryant and Kevin Baker are both finished with their term of office. Thank you both for your service to the union!

G. Holiday Member Appreciation
    a. The checks have gone out and the membership will receive this soon.

H. 2024 Locations
    a. The locations and dates have been released.

VI. New Business

A. Transition to SCCJEU
    a. We are working on getting this finalized. Some minor details are being hammered out.

B. PORAC Benefits Availability for All Units
    a. PORAC is a huge organization that supports LEO across California. We are doing some research to see if we can offer these benefits for all SCCJEU members, not just safety.

C. Open Forum
    a. We discussed if there is anything we can do to impact the dramatic increase in Kaiser premiums. We discussed forming a committee that is dedicated to creating and providing resources to help navigate the benefits system.
    b. A discussion was had regarding the ability to gain some perks for our benefits package in retirement.

GMM meeting paused at 1254

Meeting back at 1300

c. A question was brought up about expanding the endorsement information to the General Membership.

VII. Executive Session

Out of executive @1401.

Arla has brought to the Boards attention that Jessica West is having a baby and we will give her a gift card of $50. Patina Bardosh, wife of Mark Bardosh, will also receive a $50 gift card.

A motion was made to gift $500 to the Gomes Family.
Motion: Arla Graeff
Second: Heather Jeter
Motion passes: Unanimous

A Motion was made to offer Casey Henderick the opportunity to pay the sum of $1000 in a payment plan over a year long period in order to join the union.

Motion: Arla Graeff
Second: Keion Bryant
Motion passes: 8 yeas, 1 Nay

VIII. Adjournment

Time: 1417
Motion: Becky Williams
Second: Keion Bryant
Passed: Unanimous