March 17, 2023

Happy Spring SCALE members,

As we approach our 30th anniversary of SCALE, it is challenging to put in words all that we have been able to accomplish as a union. In recent years, we have made charitable donations to a multitude of charities and organizations that positively impact the citizens of Sacramento County and surrounding communities. We have also made significant efforts to engage and support local and state politicians to ensure that our membership’s voices are heard. On top of that, we have strived to develop annual traditions that you as members can enjoy and rely on, such as: the Mary Zenor Scholarship, food truck events, entries into golf tournaments and luncheon events, monthly employee appreciation gift card drawings and a holiday gift for each of you as a way of saying thank you for your continued support. These critical events that define SCALE are all thanks to you, the membership. Additionally, for the first time in a long time, we have a full Board of Directors, with each and every unit represented.

While we are proud of everything that we have been able to provide the members over the years, we have also come to the realization that we have let the membership down by not adhering to our bylaws regarding dues collection. We always strive to follow our rules, and when we find that we have acted in error, it is our duty and obligation to make things right. For example, when we realized that we had been withholding LDF contributions for longer than our bylaws stated, we issue refunds to all those affected. Following our organizations rules is something that should always be placed in the highest priority as our bylaws represents our promise to you, the membership.

With a reignited commitment to ensure our practices are kept in line with our bylaws, we came to the realization that we are not in compliance with our bylaws regarding the collection of dues. Over the past decade, your SCALE Boards have frozen the mandated increases because they/we did not want to cause undue hardship during the many challenges you, as members, faced with the changing world. As we have done previously when we see that we are in error, we immediately find an expeditious way to fix the noncompliance.

Our bylaws were edited and revised, then approved and ratified by you the membership in September 2020. Bylaws Article IV, paragraph 1 states*: “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)

This amendment was made prior to my and many board members tenure on the board. We learned that the board at the time voted to suspend the increase of dues to help shoulder the burden of the increased retirement contributions for members during the implementation of PEPRA (Public Employees’ Pension Reform Act). Dues suspension and no increases have been in place now for nearly 10 years. Your current board members inherited this suspension and non-adherence to the bylaws, and we are writing today to ensure compliance with our own rules.

If we were to adhere to bylaws Article IV, and bring everyone current to the bylaw rule, almost all members would see a dramatic increase in your union dues. This increase in dues collection would allow the union to collect an additional $77,000 annually, allowing us to impact our membership through the business of the union. While this money could go to great use and purpose, we as the Board realize that this increase in dues collection has the potential to create undue hardship to some of the membership. With this at the top of our minds, your executive Board met and discussed alternatives to best serve the membership and resolve the issue of adhering to our bylaws as printed.

SCALE is financially sound as an organization, and to collect additional money that we may not have an impending need for, just to adhere to the bylaws, could be interpreted by members as unnecessary. While this thought holds some merit, the board has an obligation to adhere to the bylaws as written for the benefit of future Boards and the membership. Alternatively, there are a few reasons that we recognize that cause this need for a potential change.

The first reason is that we want to make sure all members are contributing an equal proportion to the union that is fair across all classifications. As we gain new classifications, employee wage increases differ across our ranks, and the equity of contributions can become out of balance with a prolonged freeze in increases.

The second reason is that while we are in a stable position now, we want to always be prepared to go to battle for our members when your benefits, rights, and well-beings are being threatened through political or personal means. Without the necessary funds, our ability to wage a full war can be put in jeopardy. Lastly, and potentially most important, is that we want to continue to uphold every word of our bylaws which is what you, the membership, voted as our rules to follow. To continue to knowingly alter the rules set in our bylaws is problematic.

With all of the above in mind, we as a Board have developed a solution that will accomplish all of the goals mentioned in this letter by the change of a single word in our bylaws. Our current Bylaws Article IV, paragraph 1 states:

*“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)”.*

The Board would like to propose that we change our bylaws to now state that:

*“Dues for all Active members shall be one percent (1%), per pay period, of the* ***bottom******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.”*

While conducting numerous dues calculations, the Executive Board is prepared to make a recommendation to the membership for bylaws change. Changing bylaws Article IV, paragraph 1, to collect dues from the bottom step of each classification as opposed to top step, will achieve three goals:

Goal #1: SCALE will still see a very small increase in the collection of dues, and that structure will continue to increase ever so slightly with the scheduled cost of living increases (i.e. salary raises).

Goal #2: The impact to our members will be largely insignificant financially and, in some cases, literal pennies more of an increase per paycheck.

Goal #3: All the members will be contributing a uniform amount as opposed to variations based of salaries from ten years ago.

This proposed bylaw change will allow SCALE first and foremost, to minimize the financial impact to our membership, allow an equal and fair assessment of dues, and allow us to adhere to the rules of organization once again. This minimized financial increase will see many contributions raise by less than a dollar. A full break down of the difference in cost to bring you all to our current bylaws contribution versus our proposed amendment are summarized on the last page of this letter.

Bylaw Article XI, states the following to make a bylaw change:

*The Constitution and Bylaws of this Association may be amended or revised by the membership by a two-thirds (2/3) vote of the ballots cast. Amendments proposed by the membership shall be submitted to and approved by the Board of Directors prior to being voted on by the membership. Proposed amendments approved by the Board shall be posted in a conspicuous place at each location of employment. Members will be provided a period of at least ten (10) business days to submit comments for Board consideration. After the comment period has closed, the membership shall be provided a twenty (20) calendar day noticing period in advance of any vote concerning proposed amendments. That notice shall contain a summary of the proposed amendments to be voted on by the membership and shall be posted in a conspicuous place at each location of employment. The Board shall ensure that each amendment is not inconsistent with general law. (Amended 09/20)*

With all that being said, your Board suggests a bylaws change in Article IV, paragraph 1. Changing the Union dues fee collection structure from top step in each classification to bottom step. A “YES” vote means the board will implement the new fee structure at bottom step, and a “NO” vote means the board will implement the Union dues fee structure as currently written in the bylaws to top step of each classification.

We are a unique organization supported by amazing individuals serving our communities in a multitude of ways. It is our goal to continue to fight for better pay, better work conditions, improved benefits, and continue to protect you from having those things being taken away. We want to continue to celebrate you through various member events, continue to charitably support our various communities within Sacramento County through donations, and continue to actively partake in supporting those politicians who commit to supporting our membership. We can only accomplish all of this with a vote of “Yes” to the proposed bylaws change. We encourage you to reach out to your representative with any questions you may have, for without all of you, there is no “us”.

Randy Bickel-President

P.S.-I must give credit to the bulk of the above written letter to Board Secretary-Jonathan Charron. Thank you, Jonathan, for your tireless contributions to our association.

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| Classification | Current Dues | What you would be paying if we **did not** (a vote of NO) change our bylaws | Increase in dues per paycheck if you vote NO | What you would be paying if we do vote to change the bylaws ( A vote of YES) | Increase in dues per paycheck if you vote YES |
| Supervising Child Support Officer | 26.11 | 34.54 | 8.43 | 28.41 | 2.30 |
| Supervising Forensic Multimedia Examiner | 36.08 | 38.28 | 2.20 | 31.49 | -4.59 |
| Supervising Forensic Identification Specialist | 33.13 | 41.15 | 8.02 | 33.86 | 0.73 |
| Supervising Criminalist | 37.30 | 47.70 | 10.40 | 37.37 | 0.07 |
| Process Server | 17.42 | 21.65 | 4.23 | 17.81 | 0.39 |
| Investigative Assistant | 21.54 | 37.23 | 15.69 | 22.41 | 0.87 |
| Child Support Officer 1 | 18.86 | 24.94 | 6.08 | 20.52 | 1.66 |
| Child Support Officer 2 | 20.07 | 26.55 | 6.48 | 21.84 | 1.77 |
| Child Support Officer 3 | 21.88 | 28.95 | 7.07 | 23.82 | 1.94 |
| Forensic Lab Technician | 21.16 | 26.55 | 5.39 | 21.84 | 0.68 |
| Forensic Multimedia Examiner 1 | 28.49 | 28.49 | 0 | 23.44 | -5.05 |
| Forensic Multimedia Examiner 2 | 29.82 | 31.64 | 1.82 | 26.03 | -3.79 |
| Sr Forensic Multimedia Examiner | 34.80 | 34.80 | 0 | 28.63 | -6.17 |
| Criminalist 1 | 23.10 | 29.49 | 6.39 | 24.26 | 1.16 |
| Criminalist 2 | 30.83 | 39.36 | 8.53 | 32.38 | 1.55 |
| Criminalist 3 | 37.30 | 47.70 | 10.40 | 37.37 | 0.07 |
| Criminalist 4 | 37.30 | 47.70 | 10.40 | 37.37 | 0.07 |
| Deputy Coroner 1 | 25.13 | 32.14 | 7.01 | 25.19 | 0.06 |
| Deputy Coroner 2/Park Ranger | 27.59 | 35.29 | 7.7 | 27.65 | 0.06 |
| Park Ranger supervisor | 27.21 | 38.82 | 11.61 | 30.42 | 3.21 |
| Supervising Dep Coroner | 32.46 | 41.52 | 9.06 | 32.54 | 0.08 |
| Criminal Investigator 1 | 33.87 | 43.33 | 9.46 | 33.94 | 0.07 |
| Criminal Investigator 2 | 37.30 | 47.70 | 10.40 | 37.37 | 0.07 |
| Park Ranger Recruit | 21.62 | 22.94 | 1.32 | 22.94 | 1.32 |