Congratulations on your recent employment with the County of Sacramento. We are happy to have you join the county family. My Name is Randy Bickel, and I am the current Board President of **SCALE**-the Sacramento County Alliance of Law Enforcement.

**SCALE** is the recognized employee organization representing a variety of sworn and non-sworn classifications in Sacramento County since 1993. We are the bargaining unit and labor representing group (Your Union) for the following job classifications:

Criminal Investigators, Deputy Coroners, Supervising Deputy Coroners, Park Rangers, Park Ranger Supervisors, Supervising Criminalists, Supervising Child Support Officers, Supervising Forensic Identification Specialists, Supervising Forensic Multimedia Examiners, Criminalists, Investigative Assistants, Child Support Officers, Process Servers, Park Ranger Recruits, Forensic Laboratory Technicians, and Forensic Multimedia Examiners.

**SCALE’s** main focus is collective bargaining, negotiating wages and workplace conditions and resolving workplace disputes.

Some of the benefits and exclusive discounts **SCALE** members enjoy are: AT&T Wireless, AFLAC additional insurance, Dental Source, Tickets at Work, The Police Credit Union, Scholarships, Monthly Movie ticket drawings, Holiday Gifts, and Sponsored events.

**SCALE** members also enjoy discounted legal services from the Law offices of Mastagni & Holstedt, APC and Goyette and Associates. SCALE members are also members of PORAC and receive additional disability insurance as well as a paid Legal Defense Fund.

The **SCALE** Board consists of 10 members who represent classifications located in seven different departments: District Attorney’s Office, Public Defender’s Office, Department of Child Support Services, Department of Human Assistance, Regional Parks and Recreation, and the Sacramento County Sheriff’s Office.

Don’t wait! Join your union today and receive all of the benefits afforded to all **SCALE** members. Your board of directors is fully committed to service above self, and we are here for you.

To Join **SCALE**: Send an email to: [info@SCALE.org](mailto:info@SCALE.org) or call 916-858-2689.

For more information the SCALE website is: [www.scale.org](http://www.scale.org)

We are here to serve you,

Randy Bickel, SCALE Board President.