

# ACE

## Association of Conservation Employees



### ACE Meeting Agenda November 8<sup>th</sup>, 2024, from 1200 – 1700 hrs.

ACE Meeting- CSLEA/ACE Headquarters Sacramento, 2600 River Plaza Drive, Sacramento CA 95833

- I. **Agenda: Review last meeting's Open Business Discussions**
- II. **Attendees:** Bryan Slade, President / Logan Forbes, Vice President / Alex Luquin, Secretary  
Brian Hartman / Northern Rep, Zach McHenry / Southern Rep, John Lugo and Fire Crew Rep, Tyler  
Welker. ACE Members TBD.
- III. **Treasurer Report:** Must include total current amount, amount flowing in and amount going out  
for the time period of (i.e. June 2024 – October 2024).
- IV. **Open Business:**
  - a. Recognition of former ACE member and former President Shawn Fry
  - b. Uniform updates
  - c. Beginning of early drafts for contract proposals
  - d. Consideration of additional "swag" purchase based off last meeting's discussion
  - e. 24-hour pay on emergencies: Discussion regarding any issues that may have arisen  
during this first season with 24s. Suggestions for remedies to these issues and how to  
implement them.
  - f. Compaction of C1 Pay: Form a committee that will be tasked with drafting the all-staff  
letter regarding Conservationist pay that was discussed in the last ACE Board meeting.
- V. **Open Floor:** TBD
- VI. **Next Meeting:** Next Board meeting will be tentatively scheduled for March, 2025. This will  
coincide with the CSLEA Open Membership Conference. Location to be announced. Next ACE  
Open Membership Meeting tentatively scheduled for Fall 2025 to coincide with ACE elections.

## Introductions:

- **Special announcement:**

- Recognition for contributions to ACE and retirement of Shawn Fry

- **UNIFORM UPDATE:**

- **BRYAN**

- **\*Updated Uniform Policy was released at the conclusion of the meeting\***

- Going to match what the CMs did the black jacket, blue pants and black shirt
    - JP Agreed to hold off until at least March so it can tie in with the next the next uniform allowance.
    - Email blast will be sent out to the members so they do not buy any new uniform clothing in advance.

- **CEDAR:**

- Will the uniform be grandfathered in?
  - **BRYAN** States it is the dept. decisions to make.
  - **ANDREA** also states there will be a transition period without a doubt
  - **CESAR** asked: who is making the decision to have BU7 wear CMs uniform
    - Group discussion... it's the DEPT that does.

- **BEGINNING OF EARLY DRAFTS:**

- **BRYAN:**

- It is as year plus out
    - Discuss uniform
    - Separate boot allowance?
    - Get rid of proration of uniform allowance for new employee.
    - Cement 24 hrs. language in the contract
    - 24s for spike as well?

- Essentially the same duties as fire assignment

- **JOHN:** can we ask for ¼ time stand by for spike schedule?

- **CEDAR:** States there is no official incentive for staff to increase training level or knowledge, differential pay for fire supervisor, no separate description for CI's

- **BRYAN:** Should there be one developmental training per year?

- **TYLER:** States CHP has a model we can dig into

- Proactive training can they be reimbursed.

- **COMPACTION for CI pay:**

- Form a committee.
  - Get a letter drafted... sometime before end of fiscal year 6/30/2025
  - Get the word out for MOUs for CalFIRE

- Get back to the board asap!
  - **CEDAR:** We as civil servants can be held liable for any mishaps or injuries
  - **BRYAN:**
    - Zach, Tyler... please get MOUs
    - How many MOUs do we actually have?
- **SWAG:**
  - Distribution of items
  - Do not have enough for everyone.
    - Do we want to continue these types of purchases?
    - All agree yes
  - Create a sign off list to manage distribution more effectively
  - Different tiers?
    - 1 YR member can receive smaller item
      - I.E. challenge coin, key chain etc.
    - 5 YR member can receive belt buckle
    - 10 YR member can receive a more expensive item?
  - **CESAR:** Took issue with the buck knives?
    - Expressed there was not enough communication
    - **BRYAN** responded with dates and documents and when the info was passed along both in email and in person
  - **CEDAR:**
    - Give new member... smaller pieces of swag.
      - ALL agree
  - CSLEA can send out pins and pens for us if needed
    - Marco promotions
    - Pens.com
    - Discountmugs.com
  - All agree to continue with purchases of swag.
- **Secretary position open, casting net for interested members.**
- Vote in Paul Lugo as VP
  - ALL in attendance voted YES
- **OPEN FLOOR:**
  - **Jessica:**
    - Likes the idea of adding a cool down shirt to the uniform policy
  - **Zach:**
    - N/A
  - **Bryan**
    - Would like to see frequent Site Rep meetings
    - How many Site Reps do we have?

- BRYAN: 6
  - How can we get Andrea involved to put on a site rep training?
  - Use the state email to make an official notification!
- **Paul**
  - N/A
- **John:**
  - Bring back GroupMe chat but MUTE the room.
  - LET'S VOTE: we all voted yes!
  - GroupMe chat will be a bulletin board. ACE Board will be able to post and members will be able to view only.
- **Cesar:**
  - How to improve morale of membership?
  - Union dues... what were they prior and where are they now?
  - Do we have anyone with inside information about bargaining negotiations
    - **ANDREA** states that is not public information and is not at liberty to disclose that prior to conclusion of negotiations
  - Recommends us to cast the net for open position. Huge distribution of info that needs to go out. Especially for the Secretary position
  - Having more accessibility for list of CIs.
    - Maybe a webpage?
    - All CI's
    - Having a who is where?
    - Picture of said person.
    - Affiliate page?
    - More to be discussed
- **Cedar:**
  - Each subset of affiliate has different incentives... such as lifeguards?
  - When these GSI/due increases happen...does an email go out?
    - answer is yes!
  - C-I handbook. Can we bring this back into the mix for new hires?
    - **CEDAR** volunteered to take lead
  - Buy in from the staff level. If center is dropping the ball about training.
    - Maybe the board can fund some training?
    - Which could help with morale?
- **Andrea:**
  - Open emails because they will expire after not opening 5 times
- **Bryan:**
  - CSLEA Open membership meeting Oct 2025
  - Make ACE in person meeting for the same date.
- **ALEX LUQUIN:**

- Alex makes the announcement he has concluded his term as Secretary and will be exiting the building stage left. He states it has been a very rewarding experience and encourages folks to get involved and use your voice to garner productive dialogue and positive outcome.
- Keep up the great work everyone... the fight is not over!