THE COUNTY
BLADE
VOLUME 41, NO. 6
JUNE 2026

JULY BRINGS IMPORTANT CONTRACT CHANGES FOR SLOCEA MEMBERS

FIND FEATHERS!

SLOCEA's mascot, **FEATHERS**, is hidden somewhere in this month's edition of The County Blade!

The **FIRST FIVE** SLOCEA members to find Feathers win a **$5 JAMBA JUICE GIFT CARD**!

Email **INFO@SLOCEA.ORG** with the page number where you found Feathers for a chance to win!

INSIDE THE COUNTY'S SOCIAL SERVICES SPECIAL INVESTIGATIONS UNIT

CONGRATULATIONS ACADEMIC SCHOLARSHIP WINNERS!

EIGHT HOURS OF WORK, EIGHT HOURS OF REST, AND EIGHT HOURS FOR WHAT WE WILL

SLOCEA BOARD OF DIRECTORS

— SLOCEA MISSION STATEMENT —

The mission of the San Luis Obispo County Employees' Association is to advocate for fair compensation, safe working conditions, affordable healthcare, and a secure retirement for our members, who provide vital services to the public.

EXECUTIVE OFFICERS

Nate Larsen
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Dept. of Social Services, Seat 1

Norma Domingo
VICE PRESIDENT
Public Health, Seat 2

Tim Faes
SECRETARY/TREASURER
Supervisory, Seat 3

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Behavioral Health, Seat 5

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Dept. of Social Services, Seat 6

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Clerk-Recorder, Seat 17

Ben Franco
Airports, Seat 18

VACANT
Seat 19

HAVE A QUESTION?
CALL SLOCEA
805-543-2021

Cover Image: A late summer garden in Cambria, featuring vibrant zinnias and tall sunflowers. *Photo Credit: Bryan Lambert via iStock by Getty Images.*

THE COUNTY BLADE

SLOCEA
San Luis Obispo County Employees' Association

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San Luis Obispo, CA 93401

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Labor Representative I

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The opinions expressed in **The County Blade** do not necessarily reflect the official opinion of the **San Luis Obispo County Employees' Association** unless so specified.

For advertising information, please call Tana Pigeon at 951-686-7575.

The County Blade is published digitally monthly, distributed to the SLOCEA membership through the website, email, and social media.

The 2026 Summer Childcare Reimbursement Program

Camp

Daycare

Sports

Recreation

LEARN MORE!

APPLICATION DEADLINE: JUNE 30

How It Works

- Submit an application to the SLOCEA office **before June 30th**
- Select **your choice** of qualifying childcare program
- **Enroll your child** and pay the fees
- Submit a **Claim Form** with your **original receipt**
- **Receive reimbursement** for a portion of your costs!*

*Subject to full program guidelines.

Eligibility Requirements

- Open to County employees in **Bargaining Units 01, 02, 05, 11, & 13**
- **Must be a permanent employee** working a minimum of 20 hours/week
- Children **under 14** enrolled in a qualifying program
- 2025 gross annual family income **below $150,000**

Full program guidelines can be found on SLOCEA's website, SLOCEA.org
..or scan the QR code!

Questions? Call today!

805-543-2021 | bdickey@slocea.org

SLOCEA.org

July Brings Important Contract Changes for SLOCEA Members

Emily Landis,
Executive Director

As we move into July, several important provisions negotiated in the 2025–2028 MOU will officially take effect for employees in SLOCEA-represented bargaining units. These changes represent another major phase of implementation from the collective bargaining agreements and include both compensation improvements and expanded healthcare access for represented employees.

Beginning the pay period including July 1, 2026, eligible employees will see the implementation of the new Step 7 salary advancement, while others will receive a negotiated one-time payment. At the same time, additional changes tied to healthcare clinic eligibility will also become effective.

These were not accidental or automatic improvements. They were the direct result of bargaining priorities identified by members and negotiated at the table.

> "One of the most significant changes taking effect this July is the addition of a seventh salary step for all classifications in the bargaining unit."

STEP 7 FINALLY BECOMES REALITY

One of the most significant changes taking effect this July is the addition of a seventh salary step for all classifications in the bargaining unit. Under the agreement, Step 7 will be established at a rate of 5% above Step 6.

For many employees, this represents something long overdue.

Over the years, one of the most common concerns we heard from members was the frustration of reaching the top of the salary schedule relatively early in their careers and then remaining there indefinitely. Employees continued building expertise, taking on institutional knowledge, mentoring coworkers, and carrying increasingly complex workloads, but their salary growth effectively stopped once they reached Step 6.

The creation of Step 7 was intended to address exactly that issue.

Employees who have been at Step 6 for at least one year as of the beginning of the pay period including July 1, 2026, and who have a current satisfactory evaluation, will move to Step 7 at that time. Employees do not need to complete any sort of documentation for this implementation.

This change creates a meaningful new avenue for long-term salary progression and recognizes the value experienced employees continue to bring to County services long after they have topped out on the traditional salary schedule.

ONE-TIME PAYMENT FOR OTHER EMPLOYEES

Not every employee will qualify for Step 7 immediately, depending on where they currently fall on the salary schedule. To ensure that employees still progressing through the steps also received a negotiated benefit this year, the agreement included a one-time payment provision. This one-time payment is considered taxable income, so please plan accordingly.

Employees who are not eligible for Step 7 effective July 2026 will instead receive a one-time payment of $3,600 during the pay period including July 1, 2026.

As the County refused to agree to retro-pay, SLOCEA was able to negotiate to use those funds towards the one-time stipend. This structure allowed the agreement to provide immediate support for employees earlier in their careers while also addressing long-term wage stagnation for topped-out employees.

EXPANDED ACCESS TO THE COUNTY EMPLOYEE HEALTH CLINIC

July also marks the implementation of another negotiated improvement: expanded eligibility for the County Employee Health Clinic. This change was memorialized through a separate side letter agreement negotiated between SLOCEA and the County.

Effective July 1, 2026, eligibility to access the clinic will expand for represented employees and eligible family members.

While the clinic itself is not changing operationally, increasing access was an important priority in discussions surrounding healthcare affordability and availability. For many employees, especially those balancing demanding schedules or ongoing healthcare needs, the clinic provides another option for accessible and convenient care.

Healthcare costs continue to be one of the biggest concerns we hear from members across all classifications. Expanding clinic eligibility was one piece of a broader healthcare strategy included within the negotiated agreements.

LOOKING AHEAD ON HEALTHCARE CONTRIBUTIONS

The same side letter also established the framework for future healthcare contribution tiers specifically designed for married couples or registered domestic partners who are both employed by the County.

Those changes are expected to be implemented for the 2028 plan year, depending on the County's new ERP system rollout. While those provisions are still ahead of us, they are intended to create additional flexibility and efficiency for dual-County households navigating healthcare enrollment and contribution structures.

These future improvements build on the healthcare gains that already took effect earlier this year, including increased cafeteria contributions and additional County cost-sharing tied to premium increases.

A REMINDER OF WHAT COLLECTIVE BARGAINING ACHIEVES

Contract implementation periods can sometimes feel procedural, but it is important to remember that every one of these provisions came from member priorities, bargaining strategy, and collective action.

The addition of Step 7, the one-time stipend, expanded healthcare clinic access, and healthcare contribution improvements were all issues raised repeatedly throughout negotiations because they reflected real challenges employees are experiencing in the workplace and at home.

As implementation moves forward, we encourage members to review their July paychecks carefully and monitor Human Resources communications regarding Step 7 placement, stipend eligibility, and healthcare clinic access information.

As always, if you have questions about how these changes apply to your individual situation, please reach out to the SLOCEA office. We are happy to help.

Congratulations Academic Scholarship Winners!

Briana Dickey,
Office Administrator

On May 19, 2026, SLOCEA proudly hosted its annual Academic Scholarship Awards Dinner, celebrating the hard work, dedication, and academic accomplishments of its members and their families.

This year, the Scholarship Committee reviewed a strong pool of 22 applicants and awarded a total of 11 scholarships and 11 academic awards, totaling $13,000 in educational funding. Four recipients attended the dinner in person alongside their family members, members of the Scholarship Committee, and SLOCEA leadership to celebrate their achievements.

The Scholarship Committee was comprised of five SLOCEA Board of Directors members who dedicated their time to reviewing and scoring applications: Chairperson Tim Faes, Miranda Donaldson, Ben Franco, Crissie Danley, and Ryan Barney.

2026 SCHOLARSHIP RECIPIENTS

- Callie Coddington - UC Irvine
- Charlie Klopfer - Montana State University
- Lucy Duprey - Cal Poly State University
- Kenley Boadway - CSU Fullerton
- Josie Lewis - Cal Poly State University
- Arabella Elder - Cal Poly State University
- Eliyah Vega - UC David
- Aliyah Vega - San Jose State University
- Joseph Ruffoni - John Hopkins University
- Hana Erickson - Cuesta College
- Manuel Menchaca - Southern New Hampshire University

2026 ACADEMIC AWARD RECIPIENTS

- Joaquin Cuellar
- Adam McCullough
- Lillian Archer
- Quentin Karcher
- Sydney Rodriguez
- Brenae Damery
- David Cardell
- James Jepsen
- Ashwin Rios
- Milan Richmann
- Priscilla Letcia Vega

SLOCEA is proud to continue supporting educational opportunities for its members and their families through the Academic Scholarship Program. Congratulations to all applicants, award recipients, and scholarship winners for their outstanding accomplishments and commitment to their educational goals.

Steward Roster

COLLABORATING TO FORM A UNIFIED, WELL-INFORMED, AND ACTIVELY ENGAGED MEMBERSHIP!

Listed by Department

AIRPORT

Ben Franco
BU 01 - San Luis Obispo Airport
Airport Operations Specialist

ANIMAL SERVICES

Crystal Cullen
BU 01 - San Luis Obispo
Animal Control Officer

ASSESSOR

Miranda Donaldson
BU 01 - San Luis Obispo
Appraiser II

Chelsea Hendron
BU 01 -San Luis Obispo
Geographic Information Systems Analyst II

BEHAVIORAL HEALTH

Sam Cvetovac
BU 01 - Arroyo Grande
Adult Services
Behavioral Health Clinician II

Savannah Donovan
BU 01 - Paso Robles
- Drug & Alcohol
Behavioral Health Specialist II

Janet Soto
BU 01 - Arroyo Grande
Youth Services
Behavioral Health Clinician II

Emma Sturm
BU 01 - Atascadero
Adult Services
Behavioral Health Clinician II

CLERK-RECORDER

Lucia Maceri
BU 01 - San Luis Obispo
Clerk-Recorder Assistant II

COUNTY COUNSEL

Renee Cooper
BU 13 - San Luis Obispo
Administrative Assistant III

DISTRICT ATTORNEY

Beth Raub
BU 05 - San Luis Obispo
Victim Witness Supervisor

INFORMATION TECHNOLOGY

Allen Dailey
BU 01 - San Luis Obispo
Geographic Information Systems Analyst III

LIBRARY

Chelsea Cutler
BU 01 - San Luis Obispo
Library Associate III

Rosa Flores
BU 01- San Luis Obispo
Library Associate III

Kate Mitchell
BU 01 - Arroyo Grande
Librarian

PLANNING AND BUILDING

Angela Garcia
BU 01 - San Luis Obispo
Building Plans Examiner I

PROBATION

Esther Santiago
BU 13 - San Luis Obispo
Departmental Personnel Technician

PUBLIC HEALTH

Norma Domingo
BU 13 - San Luis Obispo
Accounting Technician

Elizabeth Farrington
BU 01 - San Luis Obispo
Public Health Microbiologist I

Kelsey Quetsch
BU 01- San Luis Obispo
Environmental Health Specialist I

SHERIFF-CORONER

Crissie Danley
BU 13 - Records & Warrants
Legal Clerk II

SOCIAL SERVICES

Heather Griffin
BU 01- Arroyo Grande
Employment Resource Specialist III

Freddy Hernandez
BU 01- San Luis Obispo
Program Review Specialist

Nate Larsen
BU 05 - Paso Robles
Employment Services Supervisor

Mark McCullough
BU 01 - Nipomo
Employment Resource Specialist III

Thomas McGarvey
BU 05 - San Luis Obispo
Employment Services Supervisor

Rita Villaseñor
BU 01 - Paso Robles
Employment Resource Specialist III

IF YOU ARE LOOKING FOR A WAY TO GET INVOLVED WITH SLOCEA, CONSIDER BECOMING A STEWARD

ELIGIBILTY: You must be a SLOCEA member for at least one year.

As a Steward you will:

- Gain a deeper understanding of your rights as a public employee.
- Learn how to be an advocate and source of information in your workplace.

To learn more, please contact Brooke Daphne or Carrie McGrath at **info@slocea.org** *or 805-543-2021.*

Eight Hours Of Work, Eight Hours Of Rest, And Eight Hours For What We Will

Jennifer Tate,
Labor Representative I

The 40-hour work week feels so normal today that we just refer to "full-time," and everyone expects that to mean 40 hours. It has become so standard that most people never stop to ask where it came from, or how society decided that was the number.

The answer: people fought for it.

During the Industrial Revolution, many employees worked astonishingly long hours. Twelve- or even sixteen-hour workdays were common in factories, mills, mines, and railroads. Six-day work weeks were the standard, and working conditions were often dangerous, exhausting, and largely unregulated. The idea that workers should have structured time outside of work was not universally accepted.

One of the early slogans of the eight-hour labor movement, often attributed to social reformer Robert Owen, called for:
"Eight hours of work, eight hours of rest, and eight hours for what we will."

At the time, that idea was considered radical. Change did not happen overnight. In many industries, the ten-hour workday was first viewed as a major reform and an ambitious compromise. Even reducing work from fourteen or sixteen hours down to ten was fiercely debated by employers who argued shorter schedules would reduce productivity and profitability.

> "Many of the workplace practices we now consider normal were once described as unrealistic, impractical, unproductive, or even impossible. History suggests otherwise."

Throughout the late 19th and early 20th centuries, labor movements across the US and Europe pushed for shorter workdays. Workers organized strikes, protests, and union campaigns demanding limits on working hours, particularly in physically demanding industries where exhaustion contributed to workplace injuries and deaths.

Slowly, employers began recognizing something they probably should have realized all along: exhausted workers were often less productive.

In 1914, Ford Motor Company made headlines by reducing shifts to eight hours while also increasing wages. The decision was partly strategic and partly controversial. Long hours were leading to burnout and high turnover, while shorter shifts allowed factories to operate more efficiently using multiple crews. Productivity improved rather than collapsed.

The federal government became involved as well. In 1938, Congress passed the Fair Labor Standards Act which established overtime protections and helped standardize the modern 40-hour work week. Importantly, the law did not *prohibit* employers from scheduling employees beyond 40 hours a week. Instead, it required employers to pay overtime for hours worked above that threshold, creating a financial incentive to limit excessive hours.

Even then, the 40-hour work week was not universally applied overnight. Many groups, including agricultural, service, and government workers, were initially excluded from some labor protections.

Today, debates about work schedules continue. Some countries and companies are experimenting with four-day work weeks or reduced-hour schedules, while technology has blurred the line between "working" and "not working" more than ever before. Smartphones, email, and remote connectivity mean many employees remain mentally connected to work long after the official workday ends.

Still, it's worth remembering that weekends, overtime protections, meal periods, and structured work hours did not appear automatically. Many of the workplace practices we now consider normal were once described as unrealistic, impractical, unproductive, or even impossible. History suggests otherwise.

Discover Your Truth

Brian Reynolds,
SLOCREA President

Some of you may be aware that I was a professional librarian for about 40 years, a public library director for about 30 of those years. It may not be well known or appreciated, but the main purpose of a librarian is to help people find "their" truth. I use the term in air quotes because each of us has our own "truth." We see the world in our own unique way...filtered by our biases, and values…things that helped us craft our life story as we grew up. What is not variable like truth, is "right and wrong." Somehow, we know the difference in our gut. More about that later.

In human society, especially in the USA, not nearly enough people are intellectually curious. That is, when most people in our country have a question they cannot answer, they quit without pursuing the search. Many more countries, such as in Asia, treat the "truth" with more respect. Another ancient human condition is gullibility: the ease with which some people take falsehoods as the truth. Add to these facts a final ingredient: it doesn't take many "fools" to wreck it for everyone else. Consider a person who yells "fire" falsely in a crowded theater. What about a madman with a gun who goes to a school or place of business to get revenge on innocents?

Today, more than at any other period in my lifetime, the "truth" is under attack. The difference between "right and wrong" is blurred. On purpose, by design, created by people whose goal is to keep the people ignorant and fighting among themselves instead of uniting for the common good. The rapid onset of the Internet has fueled this flame. Artificial intelligence has the potential to turn the "flames" of ignorance and confusion into an inferno. What to do?

"Today, more than at any other period in my lifetime, the "truth" is under attack. The difference between "right and wrong" is blurred. On purpose, by design, created by people whose goal is to keep the people ignorant and fighting among themselves instead of uniting for the common good."

Each of us, all of us, should commit to re-discovering and strengthening our own "truths." We should recognize that while the conflict between right and wrong is eternal, the outcome is not forgone. So much of what we see today and what we are told by powerful people and groups is just plain wrong. More than wrong, these falsehoods pose an existential threat to the human race. We have the necessaries within us if we look hard enough. I believe that the County of San Luis Obispo, its employees and retirees, have the required resources to make this struggle a success. What do you think?

ABOUT SLOCREA

Everyone who receives a pension from Pension Trust is eligible to join. First year is free, then dues are $15.00 per year or $40.00 for 3 years. Such a deal!

We are an all volunteer organization. Each year we have 3 lunch meetings with a speaker, one holiday luncheon with entertainment, and one BBQ/potluck picnic (outdoors).

www.slocrea.org

Serving With Integrity:
Inside The County's Social Services Special Investigations Unit

Carrie McGrath,
Labor Representative I

Behind the scenes at the Department of Social Services (DSS) is a highly trained and compassionate team dedicated to protecting vital community resources while ensuring families in need continue receiving support. This month, we had the opportunity to meet with Social Services Investigators Chris Arzola and Jose Camacho, along with Supervising Social Services Investigator Tom Arnold, to learn more about the important work being done by the Special Investigations Unit (SIU).

The SIU team investigates suspected fraudulent receipt of public assistance benefits, including CalWORKs, SNAP benefits, and homeless assistance programs. While many people may assume the role focuses solely on criminal prosecution, the investigators emphasized that education, outreach, and connecting people to resources are equally important parts of the job.

Their unofficial slogan is, *"We protect the truly needy from the truly greedy."* Arnold stated there will always be people who try to take advantage of the system, but their responsibility is to make sure families who genuinely need help are able to receive it.

The work requires a unique balance of investigative skills, professionalism, and compassion. One of the requirements of becoming a Social Services Investigator is attending the police academy and completing the POST Specialized Basic Investigator's Course, a demanding four-month commitment that takes investigators away from their homes and families. During the academy, they receive extensive training in areas such as verbal de-escalation techniques, commonly referred to as "verbal judo," investigative procedures, and firearms training, although investigators in this county position do not carry weapons.

Their cases can range from

The SIU team: Chris Arzola, Jose Camacho, and Tom Arnold.

> "Their unofficial slogan is, 'We protect the truly needy from the truly greedy.'"

local concerns to highly organized criminal activity. The SIU team has encountered investigations involving members of the Sinaloa cartel and a Romanian crime syndicate operating within San Luis Obispo County, something many residents would never expect to exist in our little community.

To successfully conduct investigations, the team regularly collaborates with agencies including the Housing Authority, Child Welfare Services, local sheriffs, and police departments throughout SLO County, and law enforcement agencies across California and other states. In one case, investigators even worked alongside officials in the Virgin Islands to assist with an investigation.

Despite the complexity of the work, the investigators say some of their biggest challenges are often communication related. Language barriers and regional dialects can complicate investigations and make it more difficult to ensure participants fully understand program requirements. Because of this, the SIU team spends a significant amount of time educating clients about reporting household composition and income changes. They provide needed information about food banks, housing support, and additional county resources.

Their goals as investigators are not to get people in trouble, the team explained. They are there to find the facts and clarify inconsistencies.

Each member of the SIU team brought a different professional journey to the position, creating a well-rounded unit with diverse experience and perspectives.

Tom Arnold previously served with the Sheriff's Department before joining DSS. In addition to leading the SIU team, he has also served on the SLOCEA negotiations team representing the supervisory unit.

Chris Arzola's path to SIU included working as a police officer for the Department of Defense before joining Social Services. Chris worked his way through several county positions: Administrative Assistant, Senior Account Clerk, and Employment Resource Specialist before becoming an investigator. He says he continues to live by the law enforcement code of ethics and is especially motivated by protecting vulnerable participants from individuals who exploit or traffic those relying on social aid.

SIU Investigator Chris Arzola and Supervising Social Services Investigator Tom Arnold celebrate at Arzola's POST graduation ceremony, where Arzola earned both the Top Investigator Award and the Academic Achievement Award for his class.

Jose Camacho earned his Bachelor's degree in Criminal Justice and previously worked for Family Care Network, Inc. and then as a DSS Social Worker before joining the investigations team. Jose says his motivation is to ensure taxpayer dollars are protected and directed toward families who genuinely need assistance.

Together, the SIU team exemplifies the dedication, professionalism, and compassion that county employees bring to the community every day. Their work often takes place quietly behind the scenes, but the impact they have on protecting public resources and supporting vulnerable residents is immeasurable.

San Luis Obispo County is fortunate to have a team that understands both the immense responsibility entrusted to them and the importance of serving the community with empathy and integrity.

What Is A Qualifying Event?

County Benefits Team

Life happens and depending on the circumstance you could be eligible to make benefit election changes known as Qualifying Events. Outside of our annual Open Enrollment period, you can make changes to benefit elections consistent with the event type as long as you intitiate the request within **31 days from the date of the event**.

To submit changes, you must provide supporting documentation through our benefit enrollment system, BenXcel.

When processing a Qualifying Event, it is important to review:

- **Event Date**: The date the life event occurred
- **Coverage Effective Date**: The date new coverage or changes begin
- **Required Documentation**: Documents needed to approve the request

Below are specific life event examples, requirments, and eligible changes.

BIRTH, ADOPTION, OR LEGAL GUARDIANSHIP

- Add a newborn or dependent child to your existing medical, dental, and/or vision coverage
- Documentation requires the official birth certificate, adoption paperwork, or court documents

MARRIAGE OR DOMESTIC PARTNERSHIP

- Add a spouse, domestic partner, or stepchildren to your benefit plan(s)
- You may also change medical or dental plans
- Required documentation includes a marriage certificate or domestic partnership affidavit, and birth certificates for child dependents.

DIVORCE OR TERMINATION OF DOMESTIC PARTNERSHIP

- Remove a former spouse or domestic partner from benefit plan(s)
- Stepchildren and domestic partner's children will also be removed from benefit plan(s)
- Required documentation includes a divorce decree or termination paperwork

LOSS OF OTHER GROUP COVERAGE

- Occurs when other health coverage ends due to job loss, COBRA expiration, or other qualifying reasons
- You may enroll yourself and eligible dependents in County benefit plan(s)
- Documentation showing loss of coverage is required

NEW ELIGIBILITY FOR OTHER GROUP COVERAGE

- Occurs when you and/or dependents become eligible for another employer-sponsored plan
- Benefit plan(s) may be dropped depending on your newly eligible coverage type(s)
- Documentation showing the new coverage and its effective date is required

IMPORTANT REMINDERS

- Coverage changes are generally effective on the **first of the month following the event date**, unless otherwise specified
- Documentation must be submitted within the 31-day QE window
- Incomplete requests or missing documentation may delay or deny coverage changes
- Uploaded proof of coverage must reflect **current or recent coverage information**

MORE INFORMATION

For additional information on Qualifying Events, required documentation, and deadlines, please visit: slocounty.ca.gov/benefitsqe

HUMAN RESOURCES

Learning & Development Center Newsletter
June Blade 2026

CONGRATULATIONS SUPERVISOR ACADEMY GRADUATES

AVAILABLE CLASSES

CLICK THE LINKS BELOW TO ENROLL IN UPCOMING CLASSES

- New Employee Orientation - June 10th - 9:00am-4:30pm
- Learning Roundtable - Decision Making for Leaders - June 11th - 1:00pm-3:00pm

Webinars

- EAP Webinar - Resilience Builders: Workplace Mental Health Advocacy - June 18th - 1:00pm

Tools and Resources

In case you need a refresh!

- Mentorship Toolkit
- New Employee Toolkit
- Onboarding for Supervisors Toolkit
- Strengths Toolkit
- Supervisor Toolkit
- Training Liaisons Toolkit

INFORMATION TECHNOLOGY IS NOW OFFERING COPILOT CHAT TRAINING!

THIS TOOL IS AVAILABLE TO ALL AND PROTECTS OUR COUNTY INFORMATION BETTER THAN OTHER AI TOOLS

WHAT TO EXPECT:

BUILDS AWARENESS OF WHAT COPILOT CHAT IS AND WHAT IS POSSIBLE
FOCUSES SPECIFICALLY ON GOVERNMENT USE CASES TO HELP OUR TEAMS
STARTS WITH BRIEF INTRODUCTIONS, THEN ALLOWS EMPLOYEES TO "CHOOSE THEIR OWN ADVENTURE" BASED ON THEIR INTERESTS AND NEEDS

ENROLL TODAY!

may's Find Feathers Winners!

1. Allen Dailey - ITD
2. Jeanette Noriega - Dept Social Services
3. Vanessa Allen - Dept Social Services
4. Amy Parker – Dept Social Services
5. Melanie Bales - Library

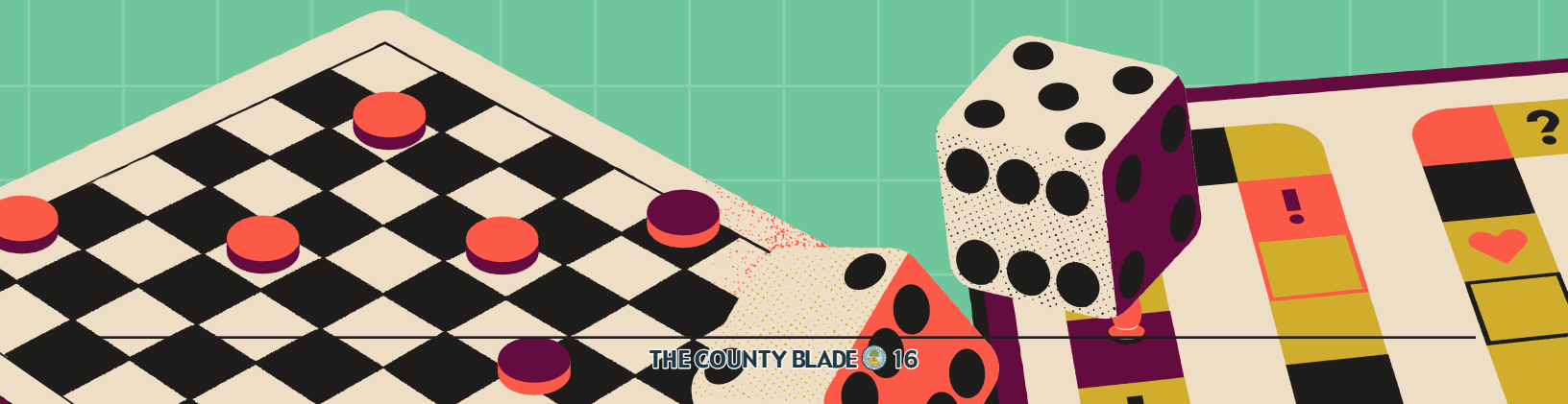
HAPPY JUNETEENTH

MAY WE CONTINUE TO MOVE FORWARD, TOGETHER

INTERNATIONAL TABLETOP DAY

JUNE 1

A HOLIDAY CREATED TO INSPIRE PEOPLE OF ALL AGES TO GATHER A GROUP OF FRIENDS AND FAMILY MEMBERS AND PLAY THEIR FAVORITE BOARD GAMES.



IMPORTANT INFORMATION & LINKS TO KNOW

Survivor's Endowment Grant

San Luis Obispo County Employees' Association

Survivor's Endowment Grant Program

Enrollment and Recipient Designation Form

As a benefit of Association membership, every SLOCEA member in good standing may enroll in the Association's ***Survivor's Endowment Grant Program***. The program currently pays a **$3,000** cash grant, upon the death of the member, to the member's designated recipient ("Grant Designee"). Although this is not an insurance program, the "Grant Designee" is similar to a beneficiary for a life insurance policy. ***Enrollment in the Survivor's Endowment Grant Program is cost free*** to SLOCEA members. To enroll, please complete and return this form to the Association office via any of the following methods:

- Submit digitally via DocHub
- Fax to 805-543-4039
- Mail to 1035 Walnut Street, San Luis Obispo 93401
- Email to info@slocea.org

IMPORTANT:

This section MUST be completed and returned

To enroll in the Association's ***Survivor's Endowment Grant Program***, this form must be completed by the member and returned to the Association. Please fill in all the information requested and sign the form as indicated below.

Member's Name:	**Member's SS#:**
Member's Address:	**Member's Phone#:**
Member's City / Zip:	**Member's Date of Birth:**
Member's Personal Email:	

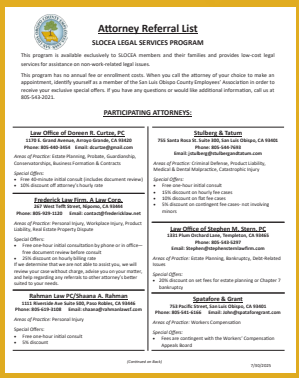
Grant Designee (designated to receive payment in the event of the member's death)	**Relationship to Member:**
Grant Designee Phone:	**Grant Designee Email Address:**
Member's Signature:	**Date of Signature:**

Note: The San Luis Obispo County Employees' Association's Survivor's Endowment Grant Program is _____. This program is not limited by the provisions and limitations of any other or all SLOCEA insurance benefits. To **Maintain Endowment Grant Program** in good standing, the member must be a SLOCEA member in good standing and pay the Association's Member Benefit Assessment. The Association Board of Directors reserves the right to amend, modify, delete, or replace the Survivor's Endowment Grant Program at any time and for any cause. For **more information, please contact SLOCEA Staff at (805) 543-2021**.

Click here to download the form

Attorney Referral List

SLOCEA Legal Services Program



Attorney Referral List

SLOCEA LEGAL SERVICES PROGRAM

This program is available exclusively to SLOCEA members and their families and provides low-cost legal services for assistance on non-work-related legal issues.

This program has no annual fee or enrollment costs. When you call the attorney of your choice to make an appointment, identify yourself as a member of the San Luis Obispo County Employees' Association in order to receive your exclusive special offers. If you have any questions or would like additional information, call us at 805-543-2021.

PARTICIPATING ATTORNEYS:

Law Office of Doneen R. Curtze, PC
1170 E. Grand Avenue, Arroyo Grande, CA 93420
Phone: 805-489-3454 Email: dcurtze@gmail.com

Areas of Practice: Estate Planning, Probate, Guardianship, Conservatorships, Business Formation & Contracts

Special Offers:
- Free 30-minute initial consult (includes document review)
- 10% discount off attorney's hourly rate

Frederick Law Firm, A Law Corp.
267 West Tefft Street, Nipomo, CA 93444
Phone: 805-929-1120 Email: contact@fredericklaw.net

Areas of Practice: Personal Injury, Workplace Injury, Product Liability, Real Estate Property Dispute

Special Offers:
- Free one-hour initial consultation by phone or in office—
- Free document review before consult
- 10% discount on hourly rate

If we determine that we are not able to assist you, we will review your case without charge, advise you on your matter, and help regarding any referrals to other attorney's better suited to your needs.

Rahman Law PC/Shaana A. Rahman
1171 Riverside Ave Suite 500, Paso Robles, CA 93446
Phone: 805-619-9108 Email: shaana@rahmanlawpf.com

Areas of Practice: Personal Injury

Special Offers:
- Free one-hour initial consult
- 5% discount

Stulberg & Tatum
755 Santa Rosa St. Suite 300, San Luis Obispo, CA 93401
Phone: 805-546-9693
Email: jtatum@stulbergandtatum.com

Areas of Practice: Criminal Defense, Product Liability, Medical & Dental Malpractice, Catastrophic Injury

Special Offers:
- Free one-hour initial consult
- 15% discount on hourly fee cases
- 10% discount on flat fee cases
- 5% discount on contingent fee cases- not involving minors

Law Office of Stephen M. Stern, PC
1101 Main Orchard Lane, Templeton, CA 93465
Phone: 805-543-5297
Email: Stephen@stephensternlawfirm.com

Areas of Practice: Estate Planning, Bankruptcy, Debt-Related Issues

Special Offers:
- 20% discount on set fees for estate planning or Chapter 7 bankruptcy

Spatafore & Grant
753 Pacific Street, San Luis Obispo, CA 93401
Phone: 805-541-6166 Email: John@spataforegrant.com

Areas of Practice: Workers Compensation

Special Offers:
- Fees are contingent with the Workers' Compensation Appeals Board

(Continued on Back)

7/10/2025

Click here to download the list

AMBA Discounts

As a SLOCEA member, enjoy exclusive discounts on travel, electronics, household items, entertainment & dining, and more!

Click here to get started!

YOUR RIGHT TO REPRESENTATION

- If you are called in to a meeting with management, you have the **RIGHT** to know the subject of the meeting.
- If you **reasonably believe** the meeting could lead to discipline, you have the **RIGHT** to representation by SLOCEA. **You must ask for that right**. Management **DOES** not have to offer it to you.
- You have the **RIGHT** to consultation with your SLOCEA representative before the meeting.

*When in doubt, call your SLOCEA representative at **805-543-2021**.*

SLOCEA

805-543-2021 • www.slocea.org

605 Santa Rosa St., San Luis Obispo, 93401

GUIDE TO YOUR SLOCEA MEMBER BENEFITS

Long-Term Care

A Long-Term Care insurance policy can ease the financial burden on your loved ones helping to protect your life savings and reduce the stress on your spouse and children.

Cancer, Heart, and Stroke Insurance

Benefits paid directly to you. You select the benefit level that best suits your needs.

Emergency Air and Ground Transportation

Medical Access & Service Advantage (MASA®) provides plans for lifesaving emergency transportation services. Services are paid in full, with no deductibles, co-pays, or dollar limits.

Tax-Deferred Asset Protection

Tax-deferred accumulation of interest for qualified or non-qualified funds with the ability to participate in market gains. No underwriting required.

Medicare Solutions

Medicare Supplement plans not only help pay for additional eligible expenses not paid by Original Medicare, they provide the freedom for you to use your own physician, specialist, and medical facility. Not connected with or endorsed by the U.S. Government or the Federal Medicare Program.

Whole Life

With no premium increases, or reduced coverage due to age or health once issued, this policy can help protect your family from the high cost of final expenses.

Hospital Indemnity

A supplemental hospital indemnity insurance policy could be a smart financial decision for other hospital expenses including extended hospital stays, emergency room visits, ambulance transportation and more.

GET YOUR BENEFITS NOW!

With San Luis Obispo County Employees Association (SLOCEA), you have access to exceptional member benefits. Are you wondering if certain benefits are right for you?
Contact us for a free benefits review!

866.619.6463 | myAMBAbenefits.info/SLOCEA

CA Insurance License #0I96562
In CA d/b/a Association Member Benefits & Insurance Agency

YOUR INSIGHT TO SAVINGS

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myAMBAdiscounts

THOUSANDS OF SAVINGS OPPORTUNITIES!

WYNDHAM HOTEL GROUP · SKECHERS · Sam's CLUB · Whirlpool · Disney Parks · Hertz · KOHL'S

myAMBAdiscounts

myAMBAdiscounts gives membership even more value. Explore thousands of savings opportunities in dining, event tickets, clothes, health, travel & many other discounts nationwide.

ADDITIONAL MEMBER DISCOUNTS:

Start Hearing, Inc.

Start Hearing, Inc. offers members a complete hearing evaluation, warranty on digital technology aids in any style, loss and damage protection, and batteries with a complete benefit package.

For more information or to schedule an appointment, contact us at 888.200.5701 or visit us online at www.starthearing.com/partners/amba.

Legal Services

Protect yourself and your family with a legal services plan. Like many people, you may need legal assistance sooner rather than later. You'll want a lawyer you can trust at the right price. Members can access a nationwide network of attorneys for a low monthly cost with no copays, deductibles, or claim forms. https://legalplan.metlife.com/amba

Identity & Fraud Protection

Our world continues to become increasingly connected to the Internet. While this can be incredibly convenient, it also puts some things that matter most to you at risk, such as your identity, money and assets, family, reputation, and privacy. That's where ID Protection comes in. An all-in-one digital safety net for you and your whole family includes credit monitoring, military-grade encryption, and insurance protection to help cover any eligible losses and fees due to ID theft and fraud. https://offer.aura.com/amba

Proliability

Inclusive and affordable professional liability coverage for different professions in the medical, educational, and business fields brought to you by Proliability, powered by AMBA proliability.com

BENEFITS MADE AVAILABLE THROUGH

AMBA

Some benefits not available in all states. Association membership required to obtain benefits. Some associations have made a special benefits website available to their members. Register at myAMBAbenefits.info.

Updated 03/2026

Service Anniversaries & New Members

The following County, Courts and LOCSD employees will reach a significant service anniversary during the month of JUNE. We list those employees who have reached their 5th, 10th, 15th and higher years of employment. These anniversaries represent the hire date of our members, not time in service accumulation.

Congratulations to these employees for their years of service!

JUNE SERVICE ANNIVERSARIES

First Name	Last Name	Department	Years Of Service
Denise	Cirisan	Behavioral Health	28
Jeremiah	Damery	Public Health	28
Sylvia	Aldana	Planning & Building	28
Heather	Zickuhr	Department Social Services	28
Cynthia	Todd	Department Social Services	27
Mary	Cartier	Department Social Services	25
Michelle	Lewis	Department Social Services	25
Holly	Phipps	Planning & Building	22
Wendy	Fertschneider	Public Health	22
Margarita	Alita	Department Social Services	22
Angela	Garcia	Planning & Building	20
Timothy	Faes	Parks	20
Ryan	Wemple	Parks	19
Matthew	Mohle	Parks	19
Brandie	Lees	Department Social Services	18
Rumel	Florentino	LOCSD	18
Craig	Duprey	Parks	17
Stephen	Powell	Information Technology Dept.	16
Joe	Mejia	Parks	15
Adriana	Salazar	Department Social Services	15
Erin	Holmes	Department Social Services	15
David	Spiegel	Public Works	10
Breanne	Salmon	Behavioral Health	10
David	Tracey	Public Works	10
Jordan	Tabin	Public Works	5
Vera	Graham	Planning & Building	5
Leonardo	Diaz	Behavioral Health	5
Taylor	Mejia	Central Services	5

WELCOME NEW MEMBERS

Name	Department
Josephine Wellington	Clerk-Recorder
Tonia Taylor	Dept of Social Services
Nancy Ramirez-Lara	Dept of Social Services
Casey Wilcox	Fleet Services
Timothy Edwards	Planning & Building
Matthew Maldonado	Planning & Building
Wonani Mhango	Public Health
Leila Fereidooni	Public Works
Amber Main	Sheriff-Coroner
Jasmine Sandoval	Sheriff-Coroner
Hunter Alexander	Sheriff-Coroner

ASSOCIATION COMMITTEES

SLOCEA Board of Directors

- Executive Committee
- Personnel Committee
- Finance Committee
- Bylaws Committee
- Members Benefit Committee
- Academic Scholarship Committee
- Summer Childcare Committee
- SLOCEA Political Action Committee (SLO PAC)
- Steward Committee
- County Healthcare Committee: Four Bargaining Unit Delegates
- Strike Committee

HAPPY BIRTHDAY TO YOU JUNE BIRTHDAYS!

First Name	Last Name	Birthday
Myhra	Miears	06/01
Daniela	Gomez	06/01
Nick	Carra	06/01
Stephen	Chandler	06/02
Kristin	Nibbe	06/03
Laura	Henderson	06/03
Cynthia	Chambers	06/03
Sarah	Plumlee	06/03
Boymer	Gonzalez Granados	06/03
Renee	Cooper	06/04
Julia	Coats	06/04
Breanna	Love	06/04
Cindy	VanderWielen-Vieyra	06/04
Linnea	Chandler	06/04
Gemma	Salting	06/04
Lori	Renee	06/04
Susana	Lewis	06/05
Kelly	Michels	06/05
Tonia	Taylor	06/05
Jordon	Bundy	06/05
Brian	Twaddell	06/06
Yvette	Franco	06/06
Jayne	Ramos	06/06
Drew	Gonzales	06/06
Natalie	Angelo	06/06
Claire	Girolo	06/06
Paula	Renner	06/07
Jordan	Tabin	06/07
Josiah	Montano	06/07
Sean	Loveridge	06/07
Diane	Beliel	06/08
Abel	Najera	06/08
Tia	Beem	06/09
Cody	Warnes	06/10
Bonnie	Richan	06/10
Craig	Nelson	06/10
Miranda	Donaldson	06/11

First Name	Last Name	Birthday
Tristan	Guillory	06/11
Darrell	Sandoval	06/11
Nayona	Pena	06/11
Leah	Horne	06/11
Jeannie	Bender	06/12
Andre	Foster-Hopkins	06/12
Atoosa	Boyd	06/12
Savannah	Sinclair	06/13
Martha	Brand	06/13
Monica	Marchetti	06/13
Andrew	Clark	06/13
Tehlor	Berry	06/13
Nathan	Gardner	06/14
Steven	Riconose	06/14
Fatima	Galindo	06/14
Brett	Pelch	06/15
Melissa	Hazlett	06/15
Marisol	Viveros	06/15
Manuel	Menchaca	06/16
Andrew	Havard	06/17
Amelia	Dreizler	06/17
Maria	Ruiz	06/17
Dalton	Rorabough	06/17
Derek	Lauritzen	06/17
Shannon	LaPalm	06/18
Meryl	Castro	06/18
Donald	Dana	06/18
Kimberly	Phillips	06/18
Alicia	Zuniga	06/18
Dara	Kerkorian	06/19
Linda	Perales	06/19
Diana	Steinhauer	06/19
Sharon	Mann	06/19
William	Wilkerson	06/20
Ahtziri	Rosas	06/20
Brenna	Fechner	06/20
Rayleen	Lopez	06/20

First Name	Last Name	Birthday
Raquel	Vargas	06/21
Michael	Cortez	06/21
Lucas	Payne	06/21
Reyna	Montoya	06/21
Dylan	Foster	06/23
Patrice	Coulter	06/23
Chelsea	Broucaret	06/23
Dylan	Maiden	06/23
Timothy	Faes	06/23
Cleida	Corres	06/24
Linda	Standifer	06/24
Christine	Cowan	06/25
Lee	Hoyrup	06/25
Stacia	Roseberry	06/25
Rita	Villasenor	06/25
Emily	Parrish	06/26
Stefanie	Keller	06/26
Thomas	McGarvey	06/27
Jessa	Ripley	06/27
Kelsi	Elliott	06/27
Veronica	Delgadillo	06/28
Gina	Phillips	06/28
Martha	Trejo Del Rio	06/28
Aaron	Tonkin	06/28
Aquila	Corley	06/28
Nancy	Sierra	06/28
Vaughn	Aguiar	06/29
Jill	Costello	06/30
Liliana	Herrera-Magnia	06/30

If your birth date is not listed above it is because we do not have it in our database. Please help us keep our records up to date by contacting us at 805-543-2021.

DON'T MISS THESE MEETINGS!

SLOCEA Board of Directors Meeting
Wednesday, June 17, 2026 @ 5:45pm. In person at the SLOCEA office - 605 Santa Rosa St, SLO

SLO County Board of Supervisors Meetings
All meetings are conducted in person at the BOS Chambers. Watch online by going to the County's home page and clicking "Watch Live Video".
Tuesday, June 2, 2026 @ 9:00 AM
Tuesday, June 16, 2026 @ 9:00 AM

SLOCREA Meetings
June is a non-meeting month

SLO County Pension Trust Board Of Trustees Meeting
June 29, 2026 @ 9:30am in the BOS Chambers

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SLOCEA

SINCE 1947