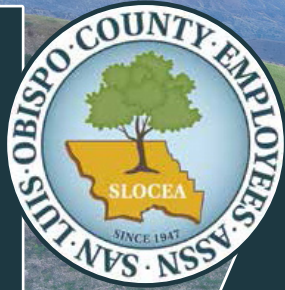


THE COUNTY

BLADE



VOLUME 41, NO. 8

AUGUST 2026

WHY DOCUMENTATION IS YOUR BEST FRIEND AT WORK

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!



**LIFE IN THE
CLERK-
RECORDER'S
OFFICE**

**LOOK
BEFORE
YOU LEAP**

**ON-SITE
HEALTH CLINIC
EXPANSION**

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.

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LOCSD, Seat 16

AT LARGE

Lucia Maceri

Clerk-Recorder, Seat 17

Ben Franco

Airports, Seat 18

VACANT

Seat 19

THE COUNTY BLADE

SLOCEA

San Luis Obispo County Employees' Association

605 Santa Rosa St.

San Luis Obispo, CA 93401

Phone 805-543-2021

E-mail: INFO@SLOCEA.ORG

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Labor Representative I

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Labor Representative I

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Office Administrator



**HAVE A QUESTION?
CALL SLOCEA
805-543-2021**

Cover Image: A dense display of wildflowers on the southern hills of Carrizo Plain National Monument. *Photo Credit: kojihirano via iStock by Getty Images.*

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.

ANNUAL GENERAL MEMBERSHIP MEETING



JOIN US FOR

- ✓ The Annual Union Report
- ✓ Meeting of the Board of Directors
- ✓ Learn about the full range of AMBA benefits
- ✓ Food & Refreshments
- ✓ Prizes

... and MORE!

**OCTOBER
22**

5:30 pm

**SLO Vets Hall
801 Grand Ave
SLO**



Scan Me

RSVP TODAY!

SLOCEA
805-543-2021
Info@slocea.org



Why Documentation Is Your Best Friend at Work

Emily Landis,
Executive Director



Most of us don't think about documenting workplace issues until something has already gone wrong. By then, memories have faded, emails have disappeared into overflowing inboxes, and important details become much harder to reconstruct.

The reality is that good documentation isn't about expecting conflict, it's about protecting yourself. Whether you're tracking overtime, clarifying an assignment, or addressing a workplace concern, keeping accurate records can make all the difference if questions arise later.

At SLOCEA, we've seen countless situations where a member's careful documentation helped resolve an issue quickly. We've also seen cases where a lack of documentation made it much more difficult to advocate effectively. Here are a few simple habits that can help.

KEEP A WORK JOURNAL

You don't need an elaborate notebook or specialized software. A simple notebook, spreadsheet, or digital document is enough.

Consider making brief notes when something out of the ordinary happens, such as:

- Changes to your schedule or assignment
- New job duties outside your normal responsibilities
- Significant conversations with supervisors

“A surprisingly effective habit is sending a short follow-up email after an important conversation. If your supervisor gives you verbal direction, having confirmation of the directive in writing can be crucial documentation to have.”

- Workplace incidents or safety concerns
- Requests that seem inconsistent with policy or your Memorandum of Understanding (MOU)

Include the date, time, location, who was involved, and an objective summary of what occurred. Focus on facts rather than opinions. A clear record created at the time an event occurs is often far more reliable than trying to remember the details months later.

SAVE IMPORTANT EMAILS

Email creates an automatic record of workplace communications, but only if you keep it.

Rather than relying on your inbox search, create folders for topics such as overtime, leave requests, performance evaluations, accommodations, or disciplinary matters. If an email documents an important decision or instruction, keep it.

Remember that not every conversation happens over email. That's why it's equally important to document discussions that take place in person or over the phone.

CONFIRM VERBAL CONVERSATIONS

A surprisingly effective habit is sending a short follow-up email after an important conversation. If your supervisor gives you verbal direction, having confirmation of the directive in writing can be crucial documentation to have.

For example:

“Thank you for meeting with me today. My understanding is that beginning Monday I will be covering the additional duties we discussed through the end of the month. These include (insert duties here.) Please let me know if I've misunderstood anything.”

This isn't about being confrontational and should always be written courteously. It's simply a professional way to ensure everyone has the same understanding. If no corrections are made, that email becomes a helpful record of what was discussed.

TRACK YOUR TIME

If you're working overtime, missing meal periods, responding to after-hours calls, or performing standby or callback work, keep your own record. This will allow you to streamline

timecard completion and ensure you have your own record in case you notice errors later on.

Record information such as:

- Date
- Start and end times
- Type of overtime or callback
- Who authorized the work
- Any unusual circumstances

If a payroll error occurs or there is a question about compensation, your own records can be invaluable.

RECORD DATES, NAMES, AND WITNESSES

When documenting workplace events, specific details matter.

Instead of writing, “*Supervisor was rude during our meeting,*” consider documenting:

“July 15, 2026, approximately 2:30 p.m. in Supervisor Smith’s office. Present: Jane Doe and John Jones. Supervisor stated, ‘...’ Discussion lasted approximately ten minutes.”

Objective documentation is generally much more useful than emotional descriptions. Your goal isn’t to build a case, it’s to preserve accurate information while it’s still fresh.

KEEP PERSONAL COPIES WHEN APPROPRIATE

If you receive performance evaluations, written reprimands, notices, or other important employment documents, keep copies for your own records whenever appropriate and permitted. Having your own file makes it much easier to answer questions later if documents are misplaced or needed during a grievance or appeal.

Likewise, if you submit important paperwork—such as leave requests or accommodation forms—retain a copy and note when and how it was submitted.

WHEN TO CONTACT SLOCEA

Documentation is one of the strongest tools you have, but you don’t have to wait until you’ve assembled a perfect file before reaching out. If something doesn’t seem right, contact SLOCEA early. We can help you determine what information will be most useful, explain your rights under your MOU and applicable policies, and provide guidance before a small issue becomes a larger one. Good documentation doesn’t mean expecting the worst from your workplace. It means being prepared if questions arise. By taking a few minutes to keep organized records today, you’ll be in a much stronger position tomorrow and you’ll give your labor rep the information needed to advocate effectively on your behalf.



JULY'S FIND FEATHERS WINNERS!



1. Taryn Jamison - Assessor
2. Jeanette Noriega - Dept Social Services
3. Daniel Grimes - Central Services
4. Melissa Hamann - Ag Commissioner
5. Melanie Bales - Library

Look Before You Leap

Jennifer Tate,
*Labor
Representative I*



Most of us learned the saying “*Look before you leap*” as children. It’s simple advice: pause, assess the situation, and avoid unnecessary consequences. The same principle applies to workplace communication.

When Enron collapsed in 2001, investigators didn’t just examine financial records, they examined emails. Thousands of them. Messages employees believed would only be seen by a handful of coworkers were suddenly quoted in court filings, congressional hearings, and newspapers across the country. Some were professional. Others were sarcastic, emotional, or written in frustration. Once those messages became part of the record, there was no taking them back.

More recently, public officials have found themselves in similar situations. In several high-profile cases, text messages exchanged between coworkers or administrators were later obtained through public records requests or investigations. Conversations that were intended to be private quickly became public, and the attention shifted

away from the underlying issue to the words that had been used.

Most of us will never find ourselves at the center of a corporate scandal or a headline-making investigation, but the lesson is the same. Emails, text messages, and workplace chat conversations often become part of internal investigations, grievances, disciplinary proceedings, litigation, or public records requests. What feels like a private conversation

today may become an important document tomorrow.

For public employees, there is an additional consideration. Communications related to public business may be subject to disclosure under the California Public Records Act (CPRA), even if they were sent from a personal phone or email account. While there are important





exceptions and each request is evaluated on its own facts, it is a good reminder that the device you use does not necessarily determine whether a communication may later be reviewed or disclosed.

Strong written communication is especially important when addressing a difficult or sensitive workplace issue. Even when the underlying concern is legitimate, an email or text written in frustration can unintentionally shift attention away from the issue and onto the way it was

communicated. A factual, measured message helps keep the focus where it belongs.

That doesn't mean difficult workplace issues should go undocumented. In fact, thoughtful documentation can help clarify what occurred, identify what needs to change, and create a shared understanding of the next steps. The key is to focus on observable facts, and the issue to be resolved.

For example, consider the difference between:

"The deadline keeps changing, and no one seems to know what they're doing."

And:

"The deadline was initially January 10 and was changed to January 15 on Monday. Today, I was advised that the work is due January 12. Could you please confirm the current deadline?"

Both messages arise from the same frustration, but the second identifies what occurred and asks for the information needed to move forward. The same approach can be helpful when addressing a concern about completed work. Compare:

"This keeps being done incorrectly, and more attention needs to be paid."

With:

"The reports submitted on January 8 and January 15 were

missing the required attachments. For future submissions, please include the attachments listed on the reporting checklist. Let me know if any part of the requirement needs clarification."

Whether raising concern, providing feedback, requesting clarification, or responding to a problem, effective workplace communication focuses on observable facts, clear expectations, and what needs to happen next.

Before sending an email or message, consider asking yourself a few simple questions:

- Is what I've written factual and accurate?
- Is my tone professional?
- Am I trying to solve a problem or simply vent my frustration?
- Would I be comfortable if this message were read aloud during a meeting, investigation, or hearing?
- Would waiting a while and reading it again improve the message?

Sometimes the most effective response is not the quickest one. Taking a few minutes, or even waiting until tomorrow, can help you communicate your concerns more clearly and professionally while preserving your credibility.

Your concerns deserve to be taken seriously. Presenting them thoughtfully gives them the best opportunity to be heard.

The next time you're tempted to hit "Send," remember the old saying: **look before you leap.**

“

Whether raising concern, providing feedback, requesting clarification, or responding to a problem, effective workplace communication focuses on observable facts, clear expectations, and what needs to happen next.

”



EMPLOYEE SPOTLIGHT

Carrie McGrath,
*Labor
Representative I*



ONE OFFICE, MANY HATS

Quick trivia: Where in the county can you register to vote, pick up a birth certificate, file a fictitious business name, *and* get married, all before lunch? If you guessed the Clerk-Recorder's Office, you're right! This department wears more hats than almost any other in the county, and this month we're pulling back the curtain on the people who make it happen: the Clerk-Recorder Assistants.

If you were born, married, died, or ever owned property in SLO County, chances are the Clerk-Recorder's Office has a record with your name on it. Land records, vital records, election history — this office is the central hub for it all.

To get the inside scoop, we sat down with Lucia Maceri, who brings a master's degree in library and information science to her role in preserving county history.

FROM ELECTIONS TEMP TO TEAM REGULAR

Lucia's journey started as an Elections Temp worker. She had fun and enjoyed being part of the team so much that when a permanent position opened on the Recorder side, she jumped at the chance. Today, her primary role is Map Recorder, making property maps part of the public record and making sure they're archived and stored properly for generations to come.

Lucia is one of seven Clerk-Recorder Assistants who share the

Life In The Clerk-Recorder's Office



Lucia Maceri, Clerk-Recorder Assistant, stands before a 1974 county map in the office where she helps preserve SLO County's land records for generations to come.

workload of keeping the county's records running smoothly and she says the best part of the job might just be the people. "We all get along so well," she shared.

KEEPERS OF COUNTY HISTORY

Think about it: births, deaths, marriages, property transfers, business names, campaign finance reports, candidate filings, voter history, it's all handled here. In many ways, the Clerk-Recorder's Office is the county's living history book, and the department's mission reflects that responsibility: to protect the integrity of elections and public records, use technology wisely, and be careful stewards of public funds.

ONE TEAM, TWO SPECIALTIES

The office's Processing Team is really the full Clerk-Recorder & Elections operation working together. Staff tend to specialize in either recording or elections, but the two sides aren't siloed; there's genuine crossover between them. When the Elections office gets swamped, especially during election season, Recorder-side clerks jump in to lend a hand. It's very much a we're all in this together kind of office.

One example of Lucia's Map Recorder role work in action is when new subdivisions are built in the county, it's this office that makes the resulting maps part of the public record and accessible to anyone who needs them. Recordings come in every which way, too, by mail, electronically, and directly from title companies and law offices.



The Rooftop Wedding Ceremony option.

Photo From SLO County Clerk Recorders Web page.

THE COUNTY'S RECORD HOLDER

At its core, the Recorder side of the office handles property records, anything tied to real property in the county. Every document that comes in is reviewed for recordability against state requirements, then officially made of record and preserved for history. In short: this office *is* the county's official record holder.

Lucia describes it best herself, she feels like a librarian of county records, which fits perfectly with her library background. And that public service spirit runs through everything the office does: issuing vital records, helping the public track down whatever recorded information they need, and serving as the go-to hub for county information of all kinds.

THE JOB BEHIND THE JOB TITLE

So, what does a Clerk-Recorder Assistant actually do day to day? Quite a bit, depending on which side of the office they're supporting:

On the Elections side, Assistants prepare, issue, and check nominating papers; verify voter registration certifications; process absentee ballot applications; register voters; update precinct maps; and help staff and train poll workers and registrars — especially during

the flurry of election season.

On the Recorder side, Assistants ensure legal documents are properly recorded, indexed, copied, and preserved; review vital records; assist the public at the counter and over the phone; and examine legal documents for compliance with state and local law — often coordinating with title companies and attorneys along the way.

It's specialized, detail-oriented work that requires real command of office procedures and legal terminology, but it comes with a front-row seat to the moments that matter most in people's lives.

WAIT... THEY PERFORM WEDDINGS?

Here's the fun part most people don't know: the Clerk-Recorder's Office doesn't just issue marriage licenses, they officiate the weddings, too! Couples can choose from:

- A rooftop ceremony (weather permitting, of course)
- An indoor ceremony room
- Or a ceremony right in the lobby

And if you're short on time, there's even an express wedding: a simple, efficient civil ceremony performed right at the counter by staff officiants! No appointment necessary, just show up during normal transaction hours. Reservations are only needed for the rooftop and ceremony room options.

Lucia has officiated around a dozen weddings herself. Feeling inspired? The office even offers applications to become a Deputy Marriage Commissioner for the Day, so you too can officiate a ceremony for someone special in your life.

Turns out, there's a lot of love happening at the Clerk-Recorder's Office!

PUBLIC SERVICE, WELL SERVED

From safeguarding property maps to saying "I now pronounce you..." the Clerk-Recorder Assistant role proves that public service can be both meaningful *and* memorable. A huge thank-you to Lucia and the whole Clerk-Recorder team for the work they do keeping our county's records and its life stories in order.



The Elections Office keeps SLO County's democracy running.

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

ELIGIBILITY: 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.*

On-Site Health Clinic Expansion

County Benefits Team

The County of San Luis Obispo's Employee Health Clinic is expanding access to care! Effective immediately, the clinic will be referred to as the On-Site Health Clinic and will now be available to medically enrolled dependents, ages 2 and older!

This enhancement allows eligible family members covered by County medical plans to receive convenient, local health services through the clinic, making it easier than ever to access quality care close to home.

CONVENIENT CARE FOR EMPLOYEES AND THEIR FAMILIES

The On-Site Health Clinic provides a variety of healthcare services in a welcoming and patient-focused environment. In addition to serving as the County-designated provider for Workers' Compensation care and conducting pre-employment examinations, the clinic offers routine medical services for employees and now eligible dependents enrolled in County medical coverage.

COSTS AND COVERAGES

- The On-Site Health Clinic is available to all County employees regardless of medical coverage.
- Employees enrolled in the County Blue Shield PPO or EPO plans can access clinic services at no cost.
- Employees enrolled in the County High-Deductible Health Plan (HDHP) pay a \$25 copay.
- Employees who waive County medical coverage are responsible for copays and office visit charges through their own medical plans.



AVAILABLE SERVICES

The On-Site Health Clinic offers convenient access to a wide range of services, including:

- Routine Primary Care: Annual physical, wellness visits, and preventive screenings.
- Same-Day & Acute Care: Treatment for colds, flu, ear infections, allergies, rashes, minor injuries, and other common illnesses.
- Chronic Management: Support for asthma, diabetes, hypertension, thyroid conditions, and other ongoing health needs.
- Vaccinations & Preventive Care – Flu shots, Tdap vaccines, health screenings, and nutrition counseling.

For a full list of services and more, visit our [County webpage](#).

CLINIC HOURS EXPANDING AT END OF AUGUST!

- Monday – Thursday: 7:00 AM – 6:00 PM
- Friday: 7:00 AM – 3:00 PM
- Saturday: 8:00 AM – 5:00 PM

* Closed for lunch from 12:00 p.m. – 1:00 p.m.

SCHEDULING AN APPOINTMENT

Appointments can be [scheduled](#) online or by calling the clinic directly at (805) 754-2037.

New patients should complete the required paperwork before their first appointment and bring the completed forms to the clinic. Patients arriving more than 10 minutes late may need to reschedule their appointment.

The Power Of Joining A Service Group

Brian Reynolds,
SLOCREA President



I would like to discuss with you a little about community organizing.

Specifically, I will describe a few of my ideas about belonging to community service groups and labor unions. I am also going to properly define the word “socialism.”

A big part of the “glue” that holds society together is individuals working on the behalf of others and for community needs in general. In the famous book, “Bowling Alone,” the author describes a common feature of modern life: Unlike our parents and grandparents, many/most of us do not volunteer or belong to community groups...a bowling league, the PTA, a service club like Lions, Kiwanis, or Rotary. When individual people join others in a common effort, social capital is produced. That capital is invested in the community and yields benefits for years to come. More importantly, community engagement is a wonderful antidote to the scary and often threatening times in which we live.

Labor unions are also an essential component of life and our economy. Powerful groups and individuals have always held sway over others, from ancient times into the current moment. The wealth and power of others must be counterbalanced by group action, especially labor unions. Before I became a public library director, I was an active member of the Shasta County Employees

“

So, my advice is: join a service club, join a club where you share an interest or hobby with others. If you are a worker bee, join your labor organization and contribute your good ideas.

”

Association, in Redding, CA, for many years. Although most of my career was spent in management, I know that strong unions are an essential element for getting anything done.

One thing the powerful always do is to try and “divide and conquer.” If they can keep the lower classes fighting each other, they know that few will be paying attention to their own activities. I believe this is at the core of the current anti-immigrant, racist, homophobic, and misogynist campaigns: blame vulnerable minorities for social problems and the reputation of the powerful remains untarnished and protected from scrutiny. So, my advice is: join a service club, join a club where

you share an interest or hobby with others. If you are a worker bee, join your labor organization and contribute your good ideas.

Socialism? We live in a socialist country and economy and have since the beginning. Socialism, properly defined, is a system that blends the best of the private and public sectors. We live in privately-owned homes or apartments but we travel to work on public roads. Most of our kids attend public schools. We enjoy public parks, libraries, and museums. As current and retired County employees, we are part of a socialistic system. To say that socialism is a threat is not merely mistake; it is a method of blinding us to the truth of life in the USA.

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.slocreea.org



HUMAN RESOURCES

Learning & Development Center Newsletter
August Blade 2026

CONVERSATIONS WITH LEADERSHIP

Join us on Tuesday, August 11th at 10:00 a.m. for the continuation series of Conversations with Leadership! This is a unique opportunity to hear from two County Department Heads about their paths to executive leadership, lessons learned, and key successes along the way. [Click here](#) to enroll. We hope to see you there!

AVAILABLE CLASSES

CLICK THE LINKS BELOW TO ENROLL IN UPCOMING CLASSES

- Onboarding for Supervisors - August 5th - 1:00pm-3:30pm
- New Employee Orientation - August 12th - 9:00am-4:30pm
- DISC - August 13th - 1:00pm-4:00pm
- Red Cross Adult and Pediatric First Aid/CPR/AED - August 21st - 9:30am-12:00pm
- Red Cross Adult and Pediatric First Aid/CPR/AED - August 21st - 1:00pm-3:30pm
- Learning Roundtable - Setting Goals that Drive Results - August 25th - 1:00pm-3:00pm

Webinars

[EAP Webinar - Your Healthy Heart](#) - August 20th - 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](#)

ARE YOU A SUPERVISOR?

[CLICK HERE TO REGISTER FOR A SUPERVISOR ROADMAP MEETING](#)

THIS OPPORTUNITY IS DESIGNED FOR BOTH NEW AND EXPERIENCED SUPERVISORS WHO ARE INTERESTED IN LEARNING ABOUT THE RESOURCES AVAILABLE TO SUPPORT THEM IN THEIR ROLE. THE LDC TEAM WILL ALSO PROVIDE INSIGHTS ON HOW TO CONTINUE GROWING PROFESSIONALLY THROUGH TRAINING OPPORTUNITIES.

THIS IS A ONE-HOUR MEETING THAT CAN BE HELD EITHER IN PERSON OR VIA TEAMS—YOUR CHOICE! WE HOPE TO SEE YOU SOON.

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

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.starhearing.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 AUGUST. 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!

AUGUST SERVICE ANNIVERSARIES

First Name	Last Name	Department	Years Of Service	First Name	Last Name	Department	Years Of Service
Joshua	Vasquez	Public Works	28	Joshua	Rovenstine	Public Works	16
Sheila	Wolpert	Dept Social Services	28	Marisol	Hinojosa	Dept Social Services	16
Matthew	Varvel	Planning & Building	28	Angelica	Ruvalcaba	Behavioral Health	10
Kevin	Maxwell	Behavioral Health	26	Jenelle	Merzon	Public Health	10
Sheri	Thompson	District Attorney	26	Jackson	Luepke	Auditor-Contrlr-Treas-Tax-Coll	10
Lee	Thompson	Parks	25	Nina	Moody	Animal Services	10
Merlin	Knight	ITD	24	Wesley	Thomson	Public Works	10
Ronald	Chilcott	Child Support Services	23	Gina	Phillips	Child Support Services	10
Harold	Clutter	Public Works	21	Theresa	Miranda	Public Health	10
Jon	Mendez	Dept Social Services	21	Heidi	Holmes-Nagy	Public Health	5
Antoinette	Padgett	Library	21	Elaine	Petrik	Central Services	5
Ross	Felthousen	Assessor	20	Jayne	Ramos	Planning & Building	5
Crystal	Kirkland	Agricultural Commissioner	20	Ashley	Harper	Assessor	5
Sean	Gabriel	Parks	19	Vicki	Vogel	Public Works	5
Paterese	Reynolds	Behavioral Health	18	Stephanie	Kennedy	Agricultural Commissioner	5
Telesforo	Galindo	Dept Social Services	16	Guadalupe	Leon-Diaz	Public Health	5

WELCOME NEW MEMBERS

Name	Department	Name	Department
Jill Caggiano	Agricultural	Liz Aron	Behavioral Health
Idania Garcia Pedraza	Airports	Justin Baietti	Custodial
Laura Thane	Animal Services	Vianie Merino	Dept Social Services
Natasha Delacruz	Aud-Cont-Treas-Tax	Vanessa Harris	District Attorney
Susan Halsell	Behavioral Health	Briana Medveck	Planning & Building
Elina Landin	Behavioral Health	Jacob Hughes	Planning & Building
James Grim	Behavioral Health	Talin Bettencourt	Public Works
Sydney Luna	Behavioral Health	Nicholas Grijalva	Public Works
Faith Alviso	Behavioral Health	Antonio Foy	Public Works
Emilee Turbeville	Behavioral Health	Teresa Malcom	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

DON'T MISS THESE MEETINGS!

SLOCEA Board of Directors Meeting

Wednesday, August 19, 2026 @ 5:45pm.
In-person @ the SLOCEA office.

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, August 4, 2026 @ 9:00 AM
Tuesday, August 18, 2026 @ 9:00 AM

SLOCREA Meetings

Oct. 6th Contact SLOCREA for more information.

SLO County Pension Trust Board Of Trustees Meeting

August 24 @ 9:30am in the BOS Chambers



HAPPY BIRTHDAY TO YOU AUGUST BIRTHDAYS!

First Name Last Name	Birthday	First Name Last Name	Birthday	First Name Last Name	Birthday
James Mallon	8/1	Danielle Ruedas	8/14	Jennifer Manuel	8/23
Helena Van Dahlen	8/1	Douglas Spang	8/15	Tyler Lopez	8/23
Maria Hanna	8/1	Colin Prins	8/15	Maria Buenrostro	8/24
Cheryl Ku	8/1	Christopher Arzola	8/15	Teresa Johnson	8/24
Megan Bruenning-Van Artsdalen	8/1	Joseph Goostree	8/15	Melissa Soares	8/24
Denzel Allison	8/3	Gwendolyn Garcia	8/15	Bertha Yanez	8/24
Tina Sullivan	8/3	Travis Bland	8/15	Emma Sturm	8/24
Ray Manuel	8/4	Monica Garcia Jimenez	8/15	Iban Verduzco Lopez	8/24
Michael Johnson	8/4	Emily Anderson	8/15	Joseph Parent	8/24
David Davis	8/5	Melanie Echo	8/15	Paula Hernandez	8/25
Ross Felthousen	8/5	Richard Avila	8/16	Jenelle Merzon	8/25
Michele Aanerud	8/5	Marta Fuentes-Blevins	8/16	Briguite Sanchez	8/25
Claudia Munoz	8/5	Vera Graham	8/16	Esther Santiago	8/26
Jaclyn Searle	8/5	Heather Miller	8/16	Todd Dougherty	8/27
Katherine Parra	8/5	Melissa Rodriguez	8/16	Cori Olsen	8/27
Eliane Neilson	8/5	Randall Hamilton	8/17	Elizabeth Farrington	8/27
Trisha Razo	8/6	Howard Vega Olvera	8/17	Mark Attarian	8/27
Maria Vega	8/6	Zehra Dos Santos	8/17	Emma Theroux	8/27
Victoria Golonka	8/6	Milan Limbo	8/17	Amy Salas	8/28
Briana Medveck	8/6	John Henry	8/17	Roque Garcia	8/28
Kelli Denehy	8/7	Melissa Quintana	8/17	Charmaine Azevedo	8/28
Sallie Tonascia	8/8	Sheila Hall	8/18	David Jones	8/28
Robert St Cyr	8/8	Katrin Adelina	8/18	Marsha Jepsen	8/28
Richard Riddle	8/8	Lucinda Deschuytter-Smith	8/18	Araceli Monroy	8/28
Michael Zepeda	8/8	Maria Aquino-Anda	8/18	Mayra Garcia	8/28
Caitlyn Crook	8/8	Monica Flores	8/18	Miles Tuinstra	8/28
Jocelyne Gonzalez Perez	8/8	Amy Howell	8/19	Joseph Ruberto	8/28
Diana Galloway	8/9	Valerie Merrill	8/19	Salvador Zaragoza	8/28
Alicia Borlodan	8/9	Luis Reyes	8/19	Emmaline Lloyd	8/28
Kendra Cover	8/9	Antonio Foy	8/19	Taylor Grimshaw	8/28
Anthony Buenrostro	8/10	Larissa Galindo Minjares	8/19	Merlin Knight	8/29
Anthony Huffaker	8/11	Amy Parker	8/20	Dana Adoptante	8/29
Nicole Ermocida	8/11	Nicole Isakson	8/20	Harold Wilson	8/29
Kristin Edler	8/11	Melanie Bales	8/20	Morgan Brockman	8/29
Nicholas Johnson	8/11	Emilie Curry	8/20	Todd Vargues	8/29
Anita Wilcox	8/12	Michael Tabares	8/21	Christopher Li	8/29
Kristin Rank	8/12	Albert Nunes	8/21	Justin Haddad	8/29
Glen Canter	8/12	Sarah Guy	8/21	Andrew Knighton	8/29
Melinda Herbert	8/12	Vanessa Gomez	8/21	Jonathan Briggs	8/30
Jenny Williamson	8/12	Isabella Haycraft	8/21	Kali Beard	8/31
Kambey Arellano	8/12	Eduardo Cristerna	8/21	Matthew Thompson	8/31
John Robles	8/13	Christine Maness	8/22	Valerie Ulivarria	8/31
John Rogers	8/13	Erin Stich	8/22		
Leonardo Diaz	8/13	Amber Main	8/22		
Melanie Tonascia	8/13	Cristina Medina	8/22		
Julia Franco	8/13	Hana Erickson	8/22		
Shane Western	8/14	Jocelyn McCurry	8/22		
Nicole Missamore	8/14	Carmen Lopez	8/23		

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.



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 \$2,000 cash grant, upon the death of the member, to the member's designated recipient ("Grant Designee"). Although this is 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 **not** 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 DocuSign
- Fax to 805-543-4020
- Mail to 1055 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 Job
Member's Address	Member's Phone
Member's City/Zip	Member's Date of Birth
Member's Email Address	

Grant Designee (Must be a legal resident of California)	Relationship to Member
Grant Designee Phone	Grant Designee Email Address
Member's Signature	Date of Signature

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 offer. If you have any questions or need the additional information, call us at 805-543-2021.

PARTICIPATING ATTORNEYS:

Law Office of Doreen B. Curtis, PC 3275 Santa Rosa Avenue, Suite 100, San Luis Obispo, CA 93401 Phone: 805-468-8884 Email: dcurtis@dbcurtis.com Areas of Practice: Estate Planning, Real Estate, Elder Law, Guardianship, Probate, Business Formation & Contracts Special Offer: • One 45-minute initial consult (includes document review) • 10% discount on all other legal fees • Free one-hour initial consultation by phone or in-office • Free document review and advice consult • 20% discount on hourly billing rate • An experienced attorney will call you to assist you, we will review your case and advise you on your options and help regarding any referrals to other attorneys before we begin the work.	Stallberg & Tatum 720 Santa Rosa St., Suite 100, San Luis Obispo, CA 93401 Phone: 805-544-9416 Email: info@slocea.org Areas of Practice: General Business, Product Liability, Medical & General Malpractice, Construction Law Special Offer: • Free one-hour initial consult • 10% discount on hourly fee rates • 10% discount on flat fee rates • No retained fee obligation for cases not involving litigation
Law Office of Stephanie M. Stone, PC 1117 First Street, Suite 100, San Luis Obispo, CA 93401 Phone: 805-543-6287 Email: stephanie@stephaniestone.com Areas of Practice: Estate Planning, Real Estate, Elder Law Special Offer: • 20% discount on all legal fees for estate planning or Chapter 7 bankruptcy	Law Office of Stephanie M. Stone, PC 1117 First Street, Suite 100, San Luis Obispo, CA 93401 Phone: 805-543-6287 Email: stephanie@stephaniestone.com Areas of Practice: Estate Planning, Real Estate, Elder Law Special Offer: • Free one-hour initial consult • 10% discount on hourly fee rates • 10% discount on flat fee rates • No retained fee obligation for cases not involving litigation

AMBA Discounts

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

Click here to download the form

Click here to download the list

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

