

Deputy Sheriffs' Association of San Diego County
Minutes of the meeting of the Board of Directors
held at the association headquarters

1 President David Leonhardi called the Meeting of the Board of Directors to order on June 11, 2020 at 2:04
2 p.m.

3
4 **ROLL CALL OF DIRECTORS:**

5 **Present:** Castillo, Crawl, Gardenhire, Fifita, McCurdy, Morabe, Leonhardi, Shawcroft

6 **Absent:** Rinder

7
8 Upon motion by McCurdy, Second by Fifita, and passed by unanimous vote, the June 11, 2020 meeting
9 of the Board of Directors entered into closed session at 4:17 p.m. for confidential communications to
10 include Rachel Parrott and Fern Steiner.

11
12 **1) DISCUSSION:**

- 13 a) Relief Case #2019-04
14 b) Staff Discussion

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16 MOTION/Morabe, SECOND/Fifita to come out of closed session at 4:21 p.m. Motion unanimously
17 carries.

18
19 **2) CONSENT CALENDAR:**

- 20 a) Minutes from May 28, 2020
21 b) Retirements
22 i) Brian Horan – 23 years of membership (19 as class 1) - \$4,600
23 ii) Steven Frazier – 18 years of membership - \$3,900
24 c) Special Meeting Ratification
25 i) Present: Leonhardi, Morabe, McCurdy, Gardenhire, Rinder, Fifita, Castillo
26 ii) Absent: Crawl, Shawcroft
27 iii) Motion/Morabe, Second/Fifita to rescind the previous motion to table discussion on the
28 Sheriff's Management RMT Ballot. Motion unanimously carries.
29 iv) Motion/Morabe, Second/Rinder to send out the Sheriff's Management RMT Ballot. Motion
30 unanimously carries.

31
32 MOTION/Morabe, SECOND/Gardenhire to approve the consent calendar. Motion unanimously
33 carries.

34
35 **3) PRESIDENT'S REPORT:** Leonhardi

- 36 a) DSA PR Strategy and Plan
37 i) The DSA is currently working on a public relations strategy to address the current national
38 narrative and political climate throughout the country. The DSA will be releasing an op-ed,
39 working on educational videos, hosting roundtable discussions, and more. We understand
40 the frustration and defeat of the membership and we are equally disheartened by the current
41 narrative. The DSA's top priority is the way we are addressing that narrative from all sides.
42 ii) Fifita talked about the New York Union President and his vocal approach to his support of the
43 officers and his membership. Fifita expressed his desire to see the DSA take a vocal stance
44 in support of the membership and show the members that we are supporting them and being
45 that voice for them.
46 iii) VP Morabe expressed her concern over the removal of the carotid restraint and would like
47 the DSA to take a vocal stance of opposition to the decision. Shawcroft echoed similar
48 concerns.
49 iv) Chief Administrative Officer Rachel Parrott addressed the current political climate
50 surrounding the carotid restraint and some of the other points the DSA hopes to highlight to
51 counteract the negative messaging being spread about law enforcement.
52 v) President Leonhardi reiterated the message and asked for approval for a PR budget to
53 address the concerns of the membership and DSA from all angles.

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2 MOTION/McCurdy, SECOND/Gardenhire to approve \$10,000 for a public relations budget from the
3 general fund. Motion unanimously carries.
4

5 b) Intervention Policy

- 6 i) Duty to Intervene policy coming down from DIS.
7 ii) The policy will be forthcoming.

8 c) Museum Discussion

- 9 i) Leonhardi advised of the pending contract, property inspection, and other provided materials
10 regarding the Sheriff's Museum.
11 ii) Morabe vocalized her concern with taking on the museum at a loss and discussed the
12 association's fiscal responsibility to ensure the board is making financially sound decisions.
13 iii) Gardenhire agreed with the financial concerns but said he believes in preserving the
14 department's history and taking on the museum.
15 iv) Shawcroft expressed his concern over the financial decision and suggested the decision go
16 out to a membership vote in order to gauge member interest in the venture.
17 v) Fifita agreed with Shawcroft's suggestion to send it out to a vote of the membership.
18 vi) Castillo is in favor of moving forward and expressed his belief in the DSA's ability to make the
19 museum a successful venture.
20 vii) Crowl addressed the PR opportunity and member benefits associated with moving forward
21 with the venture and is supportive of the DSA moving forward.
22 viii) Members Harrel and Bryan spoke up and vocalized wanting to see business proposals and
23 gauging member input but overall were supportive of the idea.
24 ix) Leonhardi will follow up with the HDSA regarding the potential donation each year for the
25 museum.

26 d) Overtime Comp Time versus Cash

- 27 i) Deputies were instructed that overtime in relation to the protests would be cash-only and that
28 deputies could not request comp time. The DSA believes that deputies can request up to 120
29 hours per the contract. If a member would like to file a grievance regarding the comp time
30 versus cash issue, please contact the DSA at info@dsasd.org.
31 ii) The department hopes to receive reimbursement for all overtime spent regarding the protests
32 but cannot receive reimbursement for overtime paid by comp time.
33 iii) Steiner discussed the grievance process. A name is needed to file along with the grievance,
34 as this is contractually agreed upon and the county will not allow the association to file a
35 grievance on behalf of a member.
36

37 4) **VICE PRESIDENT REPORT:** Morabe

38 a) Closed Facebook Group

- 39 i) Morabe requested all Board Directors enter the closed member Facebook group if they are
40 not currently in it. Productive member discussion occurs, and director input is always
41 welcome.

42 b) Silver Star Minutes

- 43 i) Morabe discussed the option of only printing the most recent minutes in order to catch up due
44 to falling behind on printing the minutes.
45

46 5) **SECRETARY/TREASURER REPORT:** McCurdy

- 47 a) No report.
48

49 6) **COMMITTEE REPORT**

50 a) **FINANCE/BUDGET:** McCurdy

- 51 i) No report.

52 b) **PORAC:** Morabe

- 53 i) PORAC discussed their PR strategy and is working on a county-wide coalition to address the
54 current narrative. Morabe recommended the DSA reach out to the local chapter to create a
55 coalition for strength in numbers.

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- 1 ii) San Diego City is establishing a commission on police practice that will go on the ballot in
- 2 November.
- 3 iii) Qualified immunity and indemnification have come into question throughout the nation.
- 4 iv) A political reality that may result from the current climate is a lack of request for law
- 5 enforcement endorsements throughout the state.
- 6 v) Morabe initiated discussion regarding AB 392 and critical incidents.

7 c) **POLITICAL ACTION:** Leonhardi

- 8 i) PAC Interviews and Endorsement Requests
- 9 (1) Alan Geraci is a candidate for San Marcos City Council and was interviewed.
- 10 (2) Anthony White is a candidate for Vista City Council and was interviewed.
- 11 (3) Joe Green is a candidate for Vista City Council and was interviewed.

12
13 MOTION/Fifita, SECOND/Shawcroft to endorse Joe Green for Vista City Council. Motion

14 unanimously carries.

- 15
- 16 (4) Amanda Rigby is a candidate for Vista City Council and was interviewed.

17
18 MOTION/Fifita, SECOND/Shawcroft to endorse Amanda Rigby for Vista City Council. Motion

19 unanimously carries.

- 20
- 21 (5) Scott Peters is the incumbent candidate for the Congressional Seat in District 52 and was
- 22 interviewed.

23
24 MOTION/Shawcroft, SECOND/Morabe to endorse Scott Peters for Congressional Seat District

25 52.

26 AYES: Shawcroft, Morabe, Crawl, McCurdy, Fifita

27 NOES: Gardenhire

28 Motion carries.

29
30 d) **NEGOTIATIONS:** Castillo

- 31 i) No report.

32 e) **MEMBER EVENTS:** Rinder

- 33 i) DSA Pizza and Movie Night
- 34 (1) The DSA will be hosting a free pizza and movie night where members can drive through
- 35 and pick up a pizza and a free Redbox code to enjoy pizza and a movie with their
- 36 families. Date and information will be provided via email and on the DSA website.

37
38 MOTION/Morabe, SECOND/Fifita to approve \$5,000 for the DSA Pizza and Movie night. Motion

39 unanimously carries.

40
41 f) **MEMBERSHIP:** Gardenhire

- 42 i) No report.

43 g) **DONATIONS:** Fifita

- 44 i) No report.

45 h) **BYLAWS/STANDING RULES:** Morabe

- 46 i) No report.

47 i) **MEET & DISCUSS/CONFER:** Morabe

- 48 i) No report.

49 j) **INSURANCE:** McCurdy

- 50 i) No report.

51 k) **PEACE OFFICER MEMORIAL:** Leonhardi

- 52 i) No report.

53 l) **LEGAL DEFENSE:** Castillo

- 54 i) No report.

55 m) **SICKNESS AND DISTRESS:** Rinder

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- 1 i) Relief Case #2019-04

2 (1) Discussed in closed session and meets the requirements for relief.

3
4 MOTION/Fifita, SECOND/Shawcroft to approve Relief Case #2019-04 as discussed in closed
5 session. Motion unanimously carries.

6
7 **7) UNFINISHED BUSINESS**

8
9 **8) NEW BUSINESS**

- 10 a) Vista Station BBQ Request

11 i) The Vista Station is hosting a BBQ for deputies and their families to create support and boost
12 morale during this trying time.

13
14 MOTION/Morabe, SECOND/Fifita to approve up to \$500 for the Vista Station BBQ. Motion
15 unanimously carries.

16
17 **9) GOOD OF THE ASSOCIATION**

- 18 a) Staff Discussion

19 i) Discussed in closed session.

20
21 MOTION/Morabe, SECOND/Fifita to approve up to \$150 for staff expenses as discussed in closed
22 session. Motion unanimously carries.

23
24 **10) ADJOURNED 4:22 p.m.**