

**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 July 9, 2020 at 2:10  
2 p.m.

3  
4 **ROLL CALL OF DIRECTORS:**

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

6 **Absent:** Fifita

7  
8 **1) CONSENT CALENDAR:**

9 a) Minutes from June 25, 2020

10 b) Retirements

11 i) Michael Proctor – 26 years of membership (24 years as class 1) - \$5,900

12 ii) Robert Ausler – 19 years of membership combined - \$3,800

13 iii) Julie Glover – 28 years of membership (19 years as class 1) - \$5,100

14 iv) Keith Crawl – 26 years of membership (19 years as class 1) - \$4,900

15 c) Affiliate Member Request

16 i) Rodger Monette

17  
18 MOTION/Castillo, SECOND/Gardenhire to approve the minutes from June 25, 2020 with the  
19 amended changes to the minutes. Motion unanimously carries.

20  
21 MOTION/Gardenhire, SECOND/Castillo to approve the retirements and affiliate member request.  
22 Motion unanimously carries.

23  
24 **2) PRESIDENT'S REPORT:** Leonhardi

25 a) Cash versus Comp Overtime Issue

26 i) Leonhardi discussed a disagreement with the department regarding the issue of taking comp  
27 time versus cash for overtime. A deputy attending a CPR training was told they couldn't take  
28 the overtime for comp and had to instead take it for cash. Leonhardi contacted Adam Landers  
29 at the department to address the issue and work to correct the mistake.

30 ii) Shawcroft requested the issue be put out by command or payroll, because it is happening  
31 across the department in both classifications and is a widespread issue.

32 iii) Leonhardi addressed the department's position and the comp-versus-cash issue. He stated  
33 the department believes they do have discretion of when comp time versus cash can be  
34 taken.

35 iv) Shawcroft asked for clarification from Attorney Steiner whether the department can take the  
36 position they are taking. Steiner advised that the DSA's position is that the MOA allows  
37 deputies to take up to 120 hours of comp time, regardless of the context of the overtime.

38 v) Morabe suggested an email with information be sent out to the membership about the issue,  
39 rather than requesting the department send out the information. Castillo reiterated her  
40 sentiments.

41 vi) The DSA will post information on the members-only portal of the website and include  
42 information in the next member newsletter.

43 b) COVID Update

44 i) Leonhardi received a document from the department MLU regarding the way the department  
45 is handling COVID exposures. There are discrepancies in how exposures are handled  
46 between classifications. Steiner and Leonhardi will be meeting with HR and MLU to discuss  
47 why this is the case and ways inconsistencies can be handled.

48 ii) Shawcroft had a conversation with Captain Buchanan and advised that supervisors in DSB  
49 have a form they have to fill out, which requires they review the footage from the exposure.  
50 They then send over the form to MLU, who decides whether the individual(s) exposed must  
51 quarantine until they receive a negative test.

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- 1           iii) Rinder asked about the form and was unaware what Shawcroft was referring to. Shawcroft  
2           stated that the contact investigation report is supposed to be department wide and is the form  
3           they are required to fill out in DSB.  
4           iv) Shawcroft addressed Concentra not being able to do the COVID tests within 24 hours, and  
5           that is what is required by the language they are using at SDCJ.  
6           v) Castillo asked if discipline or MODs have been given because of COVID exposures and  
7           review of footage. Shawcroft and McCurdy said that has happened at their facilities.  
8           Leonhardi addressed an issue at Fallbrook regarding face covering requirements.  
9           vi) Morabe asked about the exemptions provided in the health order and the legality surrounding  
10           that issue with deputies. Steiner addressed the issue and stated she would bring it forward in  
11           discussion at the meeting with HR and MLU.  
12          c) Facet DSA Program  
13           i) Leonhardi brought forward a program where the DSA would help deputies with financial  
14           planning when going through a hardship like divorce, death, or disability. The DSA will pay for  
15           3-4 months with Facet Wealth to help them navigate the financial issues that come with these  
16           types of circumstances. Leonhardi recommended creating a program with \$5,000 per year to  
17           assist members who fall in these categories.  
18

19          MOTION/McCurdy, SECOND/Gardenhire to approve up to \$5,000 to cover up to four months of  
20          financial planning for members who are in situations of divorce, death in the family, or disability.  
21          Motion unanimously carries.  
22

### 23   3) **VICE PRESIDENT'S REPORT:** Morabe

- 24          a) Robert's Rules of Order  
25           i) Morabe proposed the idea of directors receiving training on Robert's Rules of Order. She was  
26           seeking board support to investigate training options.  
27

### 28   4) **SECRETARY/TREASURER REPORT:** McCurdy

- 29          a) UBS Update  
30           i) The DSA investments are down 3.6% year to date. This has moved in a positive direction and  
31           McCurdy believes it will be in the black.  
32          b) RMT Health Invest update  
33           i) Members will receive an email or a member packet so they can create an account.  
34           ii) Health Invest is troubleshooting issues with the projected payout.  
35           iii) Shawcroft asked about deputies being able to roll their vacation time into the RMT. McCurdy  
36           stated that only Sheriff's Management currently has that ability. Morabe stated that a vote of  
37           the membership is required to allow the Deputy Sheriff bargaining group to do the same.  
38

### 39   5) **COMMITTEE REPORT**

- 40          a) **FINANCE/BUDGET:** McCurdy  
41           i) IT/Technology Budget adjustment  
42           (1) The DSA will be updating and replacing our backup equipment for the servers.  
43

44          MOTION/McCurdy, SECOND/Castillo to approve up to \$2,500 to replace and upgrade the DSA  
45          servers. Motion unanimously carries.  
46

### 47          b) **PORAC:** Morabe

- 48           i) Morabe will be forwarding emails from PORAC related to political action to Leonhardi,  
49           Wainio, and Castillo.  
50           ii) Leonhardi asked Morabe to inquire about the Darrel Issa endorsement.

### 51          c) **POLITICAL ACTION:** Leonhardi

- 52           i) PAC Meeting Update  
53           (1) Interview for Matt Gonzalez, Imperial Beach City Council candidate.  
54           (2) Shirley Weber has decided to put forward a bill to repeal AB392 and replace it with  
55           another, increasingly anti-law enforcement bill.

# Deputy Sheriffs' Association of San Diego County

## Minutes of the meeting of the Board of Directors

1 ii) PAC Endorsement Recommendations

2 (1) Poway City Council

3 (a) Caylin Frank, current city council member

4 (i) Unanimous PAC recommendation

5  
6 MOTION/McCurdy, SECOND/Castillo to endorse Caylin Frank for the City of Poway City Council.  
7 Motion unanimously carries.

8  
9 (b) Barry Leonard, current city council member

10 (i) Unanimous PAC recommendation

11  
12 MOTION/Shawcroft, SECOND/McCurdy to endorse Barry Leonard for the City of Poway City  
13 Council. Motion unanimously carries.

14  
15 (2) Encinitas

16 (a) Julie Thunder

17 (i) Running for Mayor of Encinitas. Unanimous PAC recommendation.

18  
19 MOTION/Gardenhire, SECOND/Castillo to endorse Julie Thunder for Mayor of Encinitas. Motion  
20 unanimously carries.

21  
22 (b) Catherine Blakespeare

23 (i) Current Mayor of Encinitas seeking reelection.

24 (c) Susan Turney

25 (i) Running for city council in Encinitas

26 (ii) Unanimous PAC recommendation

27  
28 MOTION/McCurdy, SECOND/Gardenhire to endorse Susan Turney for city council member for  
29 the City of Encinitas. Motion unanimously carries.

30  
31 (3) Lemon Grove

32 (a) David Arambula

33 (i) Current Lemon Grove city council member

34 (ii) Unanimous PAC support

35  
36 MOTION/McCurdy, SECOND/Castillo to endorse David Arambula for city council member of  
37 Lemon Grove. Motion unanimously carries.

38  
39 (b) George Gastil

40 (i) Current city council member

41 (ii) 2 to 1 PAC recommendation to support Gastil

42  
43 MOTION/Shawcroft, SECOND/Morabe to endorse George Gastil for city council member of  
44 Lemon Grove. Motion unanimously carries.

45  
46 (c) Racquel Vasquez

47 (i) Current Mayor of Lemon Grove

48 (ii) Split PAC 1 to 1

49  
50  
51 d) **NEGOTIATIONS:** Castillo

52 i) No report.

53 e) **MEMBER EVENTS:** Rinder

54 i) DSA Pizza & Movie Night

55 (1) Thursday, July 16<sup>th</sup> at Las Colinas and Ridgehaven

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- 1 (2) Tuesday, July 21<sup>st</sup> at Chula Vista Court and San Marcos Station.  
2 (3) RSVP on the DSA website at [www.dsasd.org/pizza](http://www.dsasd.org/pizza).  
3 ii) Will & Trust Seminar  
4 (1) The DSA will be hosting a seminar via Zoom with Facet Wealth and a trust attorney to  
5 review the difference between wills and trusts, the importance of having one, and things  
6 you need to know about setting one up.  
7 (2) This will be Wednesday, August 5<sup>th</sup> at 12:00 p.m. via Zoom. To RSVP, go to  
8 [www.dsasd.org/willandtrust](http://www.dsasd.org/willandtrust)  
9 iii) The golf tournament is potentially postponed. More information to follow.  
10 f) **MEMBERSHIP:** Gardenhire  
11 i) No report.  
12 g) **DONATIONS:** Fifita  
13 i) No report.  
14 h) **BYLAWS/STANDING RULES:** Morabe  
15 i) Morabe initiated discussion regarding the pending standing rule for Zoom teleconference of  
16 DSA Board Meetings.  
17 ii) Morabe asked Steiner to address concerns surrounding the standing rule.  
18 iii) Steiner asked questions regarding video being required, not streaming the upstairs portion of  
19 the board meeting, and concerns regarding the ability to the download the video. Steiner will  
20 be sending her concerns out to the board and Morabe will review and discuss how to proceed  
21 with the language in the standing rule.  
22 i) **MEET & DISCUSS/CONFER:** Morabe  
23 i) No report.  
24 j) **INSURANCE:** McCurdy  
25 i) No report.  
26 k) **PEACE OFFICER MEMORIAL:** Leonhardi  
27 i) No report.  
28 l) **LEGAL DEFENSE:** Castillo  
29 i) No report.  
30 m) **SICKNESS AND DISTRESS:** Rinder  
31 i) No report.  
32  
33 6) **UNFINISHED BUSINESS**  
34 a) HDSA Museum  
35  
36 MOTION/Rinder, SECOND/McCurdy to remove the HDSA museum from the table so discussion with  
37 the HDSA can continue. Motion unanimously carries.  
38  
39 7) **NEW BUSINESS**  
40 a) DSA Kegerator  
41 i) The DSA kegerator is broken and needs replacing.  
42  
43 MOTION/Shawcroft, SECOND/Morabe to approve up to \$2,200 for a new kegerator for the DSA  
44 office. Motion unanimously carries.  
45  
46 b) Valley Center BBQ  
47 i) The Valley Center substation is in need of a new BBQ.  
48  
49 MOTION/Gardenhire, SECOND/Morabe to approve up to \$500 for a new BBQ for the Valley Center  
50 patrol station. Motion unanimously carries.  
51  
52 8) **GOOD OF THE ASSOCIATION**  
53 a) Release Time  
54 i) Reminder that the DSA release time form must be filled out by directors for release time  
55 outside of regularly scheduled DSA meetings.

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- 1       b) Crowl Retirement
- 2           i) Leonhardi congratulated Crowl on his retirement and acknowledged his accomplishments
- 3               during his time on the board.
- 4           ii) Crowl thanked the members for allowing him to serve the DSA and is looking forward to his
- 5               time in retirement.
- 6       c) Director Photographs
- 7           i) Rinder brought up the professionalism of the DSA director photos.
- 8       d) Louisa Hicks' 30-year Anniversary
- 9           i) McCurdy thanked DSA staff member Louisa for her 30 years of service to the DSA.
- 10
- 11   9) **ADJOURNED 3:39 P.M.**