

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 23, 2020 at 1:01
2 p.m.

3
4 **ROLL CALL OF DIRECTORS:**

5 **Present:** Benjamin, Castillo, Gardenhire, Fifita, McCurdy, Morabe, Leonhardi, Rinder, Shawcroft
6 **Absent:**

7
8 Upon motion by Castillo, second by Gardenhire, and passed by unanimous vote, the July 23, 2020
9 meeting of the Board of Directors entered into closed session at 1:03 p.m. for confidential
10 communications to include Rachel Parrott and Fern Steiner.

- 11
12 1) Discussion
13 a) Legal Issue
14 b) Relief Case #2020-05
15

16 MOTION/Morabe, SECOND/Castillo to come out of closed session at 2:10 p.m. Motion unanimously
17 carries.

- 18
19 2) **SWEARING IN OF A DIRECTOR**
20 a) Danielle Benjamin was sworn in as a director.

- 21
22 3) **LEGAL UPDATE: STEINER**
23 a) Legal Issues
24 i) Discussed in closed session.

- 25
26 4) **CONSENT CALENDAR:**
27 a) Minutes from July 9, 2020
28 b) Retirements
29 i) Randall Ribada – 18 years of membership - \$3,900
30 ii) Jeffrey Duckworth – 33 years of membership - \$8,850
31 iii) Darin Smith – 30 years of membership - \$7,500
32

33 MOTION/Morabe, SECOND/Fifita to approve the consent calendar. Motion unanimously carries.
34

- 35 5) **PRESIDENT'S REPORT:** Leonhardi
36 a) HR Meeting Update
37 i) Leonhardi and Labor Attorney Fern Steiner met with Sheriff's HR to discuss the COVID-19
38 exposure procedure and the consistency between bureaus. The department adjusted the
39 procedure to ensure that the process was consistent between bureaus.
40 ii) Steiner advised that the request to not wear a mask would be handled the same as a request
41 for an accommodation. This would require a doctor's note, and if a deputy was exposed, they
42 would be treated as without PPE under the process related to COVID exposure.
43 iii) Steiner also addressed the contact form and how this will be handled moving forward. The
44 form will be universal. Shawcroft discussed the inconsistencies in the way COVID exposures
45 were handled. Shawcroft inquired about why MLU was making the decision on whether
46 quarantine was needed and believed the individual was able to make the decision to
47 quarantine. Steiner advised that the CDC guidelines allow for those who are exposed to
48 COVID, but don't have symptoms, to continue to work as essential workers and it's the
49 department's decision whether or not quarantine is required.
50 iv) Fifita inquired about how much you're paid if you are forced to quarantine. Steiner advised
51 that you are paid (80 hours) unless you use your own time to make up for the other five
52 hours.
53 b) SEIU Meeting

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- 1 i) SEIU is lobbying for the DSA support on not outsourcing the medical jobs at the jail facilities.
2 Petitions are circulating at some of the facilities. Leonhardi advised that they do plan on using
3 the "defund the police" narrative to garner support.
4 c) Morabe advised that PORAC will not be making an endorsement for Darrell Issa, as he never
5 makes himself available in D.C.
6

7 **6) VICE PRESIDENT REPORT: Morabe**
8 a) No report.
9

10 **7) SECRETARY/TREASURER REPORT: McCurdy**

- 11 a) UBS Update
12 i) The DSA is at \$8.3 million and the investments are only down 5.9% for the year.
13

14 **8) COMMITTEE REPORT**

- 15 a) **FINANCE/BUDGET:** McCurdy
16 i) No report.
17 b) **PORAC:** Morabe
18 i) No report.
19 c) **POLITICAL ACTION:** Leonhardi
20 i) PAC Meeting update
21 (1) Imperial Beach
22 (a) Matt Gonzalez - City Council District 4
23

24 MOTION/McCurdy, SECOND/Benjamin to endorse Matt Gonzalez for Imperial Beach City
25 Council, District 4. Motion unanimously carries.
26

- 27 (b) William Nimmo – City Council District 4
28 (i) No action taken.
29 (2) Encinitas City Council
30 (a) Alex Riley – City Council for Encinitas City Council
31

32 MOTION/Fifita, SECOND/Shawcroft to endorse Alex Riley for Encinitas City Council. Motion
33 unanimously carries.
34

- 35 (3) Lemon Grove
36 (a) Mayor of Lemon Grove, Raquel Vasquez
37 (i) Morabe asked about Benjamin's position as a member of the PAC committee
38 that attended the interview.
39

40 MOTION/Rinder, SECOND/Benjamin to endorse Raquel Vasquez for Mayor of Lemon Grove.
41 AYES: Benjamin, Castillo, Gardenhire, McCurdy, Rinder
42 NOES: Morabe, Shawcroft
43

- 44 (4) District 1 Board of Supervisor Race
45 (a) Discussion regarding the two candidates in the district, Nora Vargas and Ben Hueso.
46 (b) The board weighed the endorsement and the position of the DSA when making an
47 endorsement.
48

49 MOTION/McCurdy, SECOND/Gardenhire to endorse Ben Hueso for the Board of Supervisors for
50 District 1. Motion unanimously carries.
51

- 52 d) **NEGOTIATIONS:** Castillo
53 i) No report.
54 e) **MEMBER EVENTS:** Rinder
55 i) Pizza Night Debrief

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1 (1) Everything went well, lots of positive feedback!

2 f) **MEMBERSHIP:** Gardenhire

3 i) No report.

4 g) **DONATIONS:** Fifita

5 i) SEBA Donation Request

6
7 MOTION/Fifita, SECOND/Shawcroft to donate \$250 to the SEBA. Motion unanimously carries.

8
9 h) **BYLAWS/STANDING RULES:** Morabe

10 i) Standing Rule Language

11 (1) Morabe initiated discussion regarding the standing rule language pertaining to Zoom
12 conference calling.

13 (2) Leonhardi addressed concerns with recording all of the meetings, as it is not done by any
14 other association.

15 (3) Benjamin asked about the speaker slips and how those would be handled for virtual
16 attendees.

17 (4) Morabe addressed that all meetings are meetings of the members and therefore all
18 members can attend any DSA meetings.

19 (5) Fifita agreed with streaming the downstairs member portion of the meeting.

20 (6) Morabe will be adjusting the language and presenting to the board at a future meeting.

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

22 i) No report.

23 j) **INSURANCE:** McCurdy

24 i) No report.

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

26 i) No report.

27 l) **LEGAL DEFENSE:** Castillo

28 i) Reference to closed session discussion.

29
30 MOTION/Castillo, SECOND/Gardenhire approve up to \$5,000 for costs to hire an investigator for
31 the claim as discussed in closed session.

32 AYES: Benjamin, Castillo, Gardenhire, Fifita, Shawcroft

33 ABSTAIN: Rinder, Leonhardi, McCurdy, Morabe

34
35 m) **SICKNESS AND DISTRESS:** Rinder

36 i) Relief Case #2020-05

37
38 MOTION/Rinder, SECOND/Castillo to approve relief case #2020-05. Motion unanimously carries.

39
40 9) **UNFINISHED BUSINESS**

41 a) No report.

42
43 10) **NEW BUSINESS**

44 a) Benjamin brought up a grievance related to a transfer from courts to the jail facility based on age
45 discrimination.

46 i) Steiner advised that they have the right to a grievance, however they must prove they are
47 part of a protected class and that there was an adverse consequence.

48 ii) Castillo addressed an email he received from deputies involved and sent them the
49 information provided by Steiner.

50
51 11) **GOOD OF THE ASSOCIATION**

52 a) No report.

53
54 12) **ADJOURNED 3:07 P.M.**