

**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 August 13, 2020 at  
2 2:04 p.m.

3  
4 **ROLL CALL OF DIRECTORS:**

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

7  
8 **MEMBERS IN ATTENDANCE:**

9 Scott Johnson  
10 Mark Bryan  
11 Michael Bryan  
12

13 Upon motion by Fifita, second by McCurdy, and passed by unanimous vote, the August 13, 2020 meeting  
14 of the Board of Directors entered into closed session at 3:49 p.m. for confidential communications to  
15 include Rachel Parrott and Fern Steiner.

- 16  
17 1) Discussion  
18 a) Addendum F use of force policy  
19 b) CLERB  
20 c) DSA legal investigation  
21

22 MOTION/Castillo, SECOND/Fifita to come out of closed session at 4:27 p.m. Motion unanimously carries.  
23

24 2) **CONSENT CALENDAR:**

- 25 a) Minutes from July 23, 2020  
26 b) Retirements  
27 i) Crystal Barlett – 23 years of membership - \$5,400  
28 ii) Robert Helms – 6 years of membership - \$1,200  
29 iii) Gregory Moody – 20 years of membership (19 as class 1) - \$4,300  
30

31 MOTION/Castillo, SECOND/Shawcroft to approve the consent calendar. Motion carries.

32 AYES: Benjamin, Castillo, Fifita, Shawcroft, McCurdy, Rinder

33 ABSTAIN: Morabe  
34

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

- 36 a) Legislative Meetings  
37 i) Leonhardi advised he has been meeting virtually with legislators across the state to discuss  
38 different pieces of legislation that are circulating regarding public safety. They are working  
39 tirelessly to fight some of the anti-law enforcement narrative that is influencing bills and other  
40 proposals.  
41 b) HR Update  
42 i) Court lunch OT  
43 (1) A deputy was denied an hour of their OT during a court appearance, but the issue was  
44 resolved with the department HR. In most cases, deputies are paid through the lunch  
45 hour or receive a three-hour call back for appearances in court. The MOA references  
46 court overtime procedure on pages 17-19.  
47 ii) Mileage reimbursement  
48 (1) An issue arose of an employee requesting compensation for time traveled to training  
49 during their regularly scheduled day off. The following is the policy for the department.  
50 (a) For in-county training, the department will compensate mileage for the difference  
51 between your work regular location and the location of the training. For out-of-county  
52 training, they will pay time and mileage.

# Deputy Sheriffs' Association of San Diego County

## Minutes of the meeting of the Board of Directors

1 (2) Steiner advised that all the examples of fair labor practices were related to out-of-  
2 county/state travel. She could not find any rulings on in-county/city regulations.  
3

4 **4) VICE PRESIDENT'S REPORT: Morabe**

5 a) Leadership Assessment Survey

6 i) The Riverside Sheriffs' Association released their leadership assessment survey. VP Morabe  
7 reached out to the company that performs the assessment. She expressed it would be a  
8 great way for the membership to weigh in and highlight the supervisors that are great  
9 supervisors but would caution against using it as weapon against any supervisors. She  
10 advised it would be something positive for our association to do.

11 ii) Castillo advised that he spoke with the Orange County president and he stated that the  
12 sheriff and their command went to war with the association after they moved forward with it.  
13 The association believed it was beneficial for their members, but it resulted in creating issues  
14 and fights with their upper command.

15 b) Electronic Voting

16 i) Shawcroft advised of his attempt to contact the SDPOA to inquire about their electronic  
17 voting software.

18 ii) Morabe asked for the board to move forward with looking for a company to host electronic  
19 voting.

20 iii) Shawcroft advised he would be seeking quotes.  
21

22 MOTION/Morabe, SECOND/Shawcroft to move forward with proposals for electronic voting. Motion  
23 unanimously carries.  
24

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

26 a) UBS Update

27 i) The DSA investment accounts are up to \$8.4 million, a total of 1.44%, increase. This is the  
28 first time in 2020 the investment has had a positive gain.

29 b) Retirement Budget Allocation

30 i) The DSA budget for retirement needs an adjustment due to an unbudgeted increase in  
31 member retirements.  
32

33 Motion/McCurdy, SECOND/Shawcroft to adjust the allocations from 55% to 50% to the general  
34 fund and increase the retirement fund from 17% to 22%. Motion unanimously carries.  
35

36 Motion/McCurdy, SECOND/Shawcroft to transfer \$200 thousand from the General Fund to the  
37 Vanguard Ultra Account with UBS. Motion unanimously carries.  
38

39 Motion/McCurdy, SECOND/Shawcroft to increase the retirement budget by \$100,000. Motion  
40 unanimously carries.  
41

42 **6) COMMITTEE REPORT**

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

44 b) **PORAC:** Morabe

45 i) Leonhardi addressed the PORAC Legal Defense seat that is up for election and the LDF  
46 Trustee position.

47 (1) Leonhardi will be scheduling Phil Jonas to come to the next DSA meeting for an  
48 interview.

49 (2) Leonhardi asked Morabe to contact the current Trustee, Fred Rowbotham, to schedule  
50 an interview for him as well.

51 ii) Morabe notified the board that PORAC will be starting survivor weekend retreats. These  
52 retreats will provide support for those impacted by first responder suicide.  
53

54 c) **POLITICAL ACTION:** Leonhardi

i) PAC meeting update

# Deputy Sheriffs' Association of San Diego County

## Minutes of the meeting of the Board of Directors

- 1 (1) Leonhardi reviewed the different bills that are affecting law enforcement across the state.  
2 He reviewed the duty-to-intervene legislation and the criminal aspect of the bill and the  
3 decertification through POST element.  
4

5 Shawcroft exited the meeting at 3:00 p.m.  
6

- 7 (2) Sacramento Legislative Partner  
8 (a) The DSA is looking into partnering with a lobbyist in Sacramento. The DSA is  
9 currently in communication with lobbyist Darryl Lucien.  
10 (b) Morabe addressed concern regarding the proposal and expressed how PORAC  
11 provides the DSA this service.  
12 (c) John addressed his conversation with PORAC President, Bryan Marvel, and how it  
13 was not advised against.  
14

15 MOTION/Fifita, SECOND/Rinder to approve \$25,000 for the DSA to hire a Sacramento lobbyist.  
16 Motion carries.

17 AYES: Rinder, Fifita, Castillo, McCurdy, Benjamin

18 NOES: Morabe  
19

- 20 (3) Donation to the San Diego GOP  
21 (a) The DSA will be donating money to the San Diego Republican party.  
22

23 MOTION/McCurdy, SECOND/Benjamin to approve \$25,000 for member communication. Motion  
24 carries.

25 AYES: McCurdy, Rinder, Benjamin, Morabe, Fifita

26 NOES: Castillo

27 ABSTAIN: Morabe  
28

- 29 (4) Ryan Keim Endorsement  
30 (a) Keim is running for the Oceanside City Council.  
31

32 MOTION/Fifita, SECOND/McCurdy to endorse Ryan Keim for Oceanside City Council. Motion  
33 carries.

34 AYES: Rinder, Fifita, McCurdy, Morabe, Benjamin

35 ABSTAIN: Castillo  
36

37 MOTION/Fifita, SECOND/McCurdy to donate \$500 to Ryan Keim's campaign for Oceanside City  
38 Council. Motion unanimously carries.  
39

- 40 (5) Starita and Musgrove request  
41 (a) The DSA incorporates contract cities and judicial seats into other campaign literature,  
42 so there is not a recommendation to donate directly.  
43 (b) District 1 Board of Supervisors race budget  
44 (i) \$150,000 budget for District 1.  
45

46 MOTION/Benjamin, SECOND/Fifita to approve \$150,000 for District 1. Motion unanimously  
47 carries.  
48

- 49 (b) District 2 Board of Supervisors race budget  
50 (i) \$150,000 budget for District 2.  
51

52 MOTION/Castillo, SECOND/Rinder to approve \$150,000 for District 2. Motion unanimously  
53 carries.  
54

- 55 (c) District 3 Board of Supervisors race budget

**Deputy Sheriffs' Association of San Diego County**  
**Minutes of the meeting of the Board of Directors**

1 (i) \$125,000 budget for District 3.  
2

3 MOTION/McCurdy, SECOND/Rinder to approve \$125,000 for District 3. Motion carries.  
4 AYES: Rinder, Fifita, McCurdy, Morabe, Benjamin  
5 NOES: Castillo  
6

7 (d) Contract City and other endorsement requests  
8 (i) \$10,000 budget for Contract City endorsements.  
9

10 MOTION/Benjamin, SECOND/Castillo to approve \$10,000 for Contract City endorsements.  
11 Motion unanimously carries.  
12

13 (e) Keep California Safe Measure (Prop 20)  
14 (i) \$50,000 for the Keep California Safe measure.  
15 (ii) Keep California Safe is also known as Prop 20.  
16

17 MOTION/Fifita, SECOND/Benjamin to approve \$50,000 to support Yes on 20. Motion  
18 unanimously carries.  
19

20 (f) Ballot Measures  
21 (i) No on N  
22

23 MOTION/Fifita, SECOND/Castillo to support No on N. Motion unanimously carries.  
24

25 (ii) Yes on P  
26

27 MOTION/Rinder, SECOND/McCurdy to support Yes on P. Motion unanimously carries.  
28

29 (iii) Yes on R  
30

31 MOTION/Castillo, SECOND/Fifita to support Yes on R. Motion unanimously carries.  
32

33 (iv) No on Q  
34

35 MOTION/Castillo, SECOND/McCurdy to support No on Q. Motion unanimously carries.  
36

37 b) **NEGOTIATIONS:** Castillo

38 i) No report.

39 c) **MEMBER EVENTS:** Rinder

40 i) DSA pizza night August 28<sup>th</sup>

41 (1) The DSA will be hosting another pizza event on Friday, August 28<sup>th</sup> from 4:30-5:30 p.m.  
42 Register on the DSA website at [dsasd.org/pizza](http://dsasd.org/pizza).

43 d) **MEMBERSHIP:** Gardenhire

44 i) 19 new members joined the DSA during amnesty period.

45 e) **DONATIONS:** Fifita

46 i) A Starfish Story  
47

48 MOTION/Fifita, SECOND/Castillo to approve \$5,000 for A Starfish Story. Motion unanimously  
49 carries.  
50

51 Benjamin left the meeting at 3:42 p.m.  
52

53 f) **BYLAWS/STANDING RULES:** Morabe

54 i) Virtual meeting standing rule

**Deputy Sheriffs' Association of San Diego County**  
**Minutes of the meeting of the Board of Directors**

1 (1) Morabe provided the updated standing rule language regarding streaming the DSA  
2 member meetings.  
3

4 MOTION/Morabe, SECOND/Fifita to approve the new standing rule. Motion unanimously carries.  
5

6 g) **MEET & DISCUSS/CONFER:** Morabe

7 i) Addendum F

8 (1) Discussed in closed session.

9 h) **INSURANCE:** McCurdy

10 i) No report.

11 i) **PEACE OFFICER MEMORIAL:** Leonhardi

12 i) No report.

13 j) **LEGAL DEFENSE:** Castillo

14 i) No report.

15 k) **SICKNESS AND DISTRESS:** Rinder

16 i) No report.  
17

18 **2) UNFINISHED BUSINESS**

19 a) No report.  
20

21 **3) NEW BUSINESS**

22 a) Postage and folding machine lease

23 i) Approval of \$1,500 of unbudgeted funds for postage and folding machine lease for the  
24 remainder of 2020.  
25

26 MOTION/Morabe, SECOND/McCurdy to approve \$1,500 from unbudgeted funds for postage and  
27 folding machine lease for the remainder of 2020. Motion unanimously carries.  
28

29 **4) GOOD OF THE ASSOCIATION**

30 a) Morabe requested to put it on the record her desire to invest in our members by moving forward  
31 with electronic voting.  
32

33 **5) ADJOURNED 4:28 p.m.**