

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

1  
2 President David Leonhardi called the Meeting of the Board of Directors to order on December 10, 2020 at  
3 2:03 p.m.  
4

5 **ROLL CALL OF DIRECTORS:**

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

7 **Absent:**  
8

9 **Members in Attendance:**

10 Eric Garcia  
11 Scott Johnson  
12 Ashley Lewis  
13 John Maryon  
14 Aaron Meelen  
15 Benjamin Nazerian  
16 Tim Richards  
17 Derek Sanders  
18

19 Upon motion by Fifita, Second by Castillo, and passed by unanimous vote, the December 10, 2020  
20 meeting of the Board of Directors entered into closed session at 3:30 p.m. for confidential  
21 communications to include Rachel Parrott and Fern Steiner.  
22

23 1) **DISCUSSION:**

- 24 a. Staff
  - 25 b. Legal Issue
- 26

27 Motion/Gardenhire, SECOND/Morabe to come out of closed session at 4:32 p.m.  
28

29 1) **APPERANCES:**

- 30 a) Commander Maryon - DSA Election 2:00 p.m.
    - 31 i) HR Commander Maryon came to the board to discuss the dos and don'ts for the current
    - 32 members running for the DSA Board of Directors. Commander Maryon advised that those
    - 33 running for the board need commander-level approval to attend briefings; however,
    - 34 candidates should be aware of complaints made by fellow deputies when association
    - 35 business is discussed at briefings. Department email should not be used to communicate
    - 36 about campaigns. An email will be sent out department-wide to reiterate the guidelines.
- 37

38 2) **CONSENT CALENDAR:**

- 39 a) Minutes from November 12, 2020
  - 40 b) Retirements
    - 41 i) William Altenhof – 31 years of membership - \$7,950
    - 42 ii) Karla Bryan – 18 years of membership - \$3,900
    - 43 iii) James Cady – 28 yeas of membership - \$6,900
    - 44 iv) Fred Church – 19 years of membership - \$4,200
    - 45 v) Frank Clamser – 29 years of membership (19 as class 1) - \$5,200
    - 46 vi) Denese Deal – 21 years of membership - \$4,800
    - 47 vii) Israel Harris – 18 years of membership - \$3,900
    - 48 viii) Norman Hubert – 28 years of membership (24 as class 1) - \$6,100
    - 49 ix) Christopher Lovato –12 years of membership - \$2,400
    - 50 x) Edward Villa – 16 years of membership - \$3,300
    - 51 xi) Patrick Yates – 31 years of membership - \$7,950
- 52

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1 MOTION/Morabe, SECOND/Gardenhire to approve the consent calendar. Motion unanimously  
2 carries.

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

5 a) COVID Outbreak

- 6 i) President Leonhardi discussed a few instances of COVID outbreaks in the jails. Leonhardi  
7 advised that the county does not want to mandate COVID testing for employees, but it is a  
8 possibility if the outbreaks continue. Leonhardi conferred with Attorney Fern Steiner and she  
9 confirmed that the county can legally mandate testing. Steiner advised that, though  
10 employers can mandate testing, it is something that is a bargaining item, so the DSA then  
11 can request a Meet & Confer on that. Regarding the vaccine, there are some exemptions  
12 such as: religious, disabilities, medical conditions, etc.
- 13 ii) Leonhardi mentioned he was told by the department that they have no intention of mandating  
14 vaccines.
- 15 iii) Morabe advised that PORAC discussed this as well at the chapter meeting.
- 16 iv) Director Castillo stated he was notified of eight deputies who tested positive in South Bay jail.  
17 He also advised of an email regarding new housing guidelines that came out through JPMU  
18 talking about the inmates who test positive for COVID and issuing new housing assignments.

19 b) DSA COVID Response

- 20 i) Leonhardi discussed the department's creation of the COVID enforcement team. This  
21 received a strong response from the public as well as the deputies and the concern of what  
22 the enforcement team entails. Leonhardi stated in order to assist with helping the  
23 community/deputies see what the deputies role actually is, the DSA and Director Benjamin  
24 who is a part of the COVID team opted to create a video to attempt to redirect some of the  
25 frustration on deputies to the leaders who are actually making the decisions.
- 26 ii) Benjamin reiterated the fact that it's important for everyone to know what exactly the team is  
27 doing. They are not trying to shut business down or kicking people out. She stated this is  
28 political and a work in progress. She stated that the District Attorney's office had discussed  
29 civil injunctions and there is a question as to whether the COVID enforcement team will be  
30 involved in those.
- 31 iii) Steiner advised the county council and sheriff's legal need to weigh in and state that the  
32 deputies shouldn't enforce civil suits. She asked Benjamin to keep her updated on any  
33 information on whether that is actually what they are asking of the team.
- 34 iv) Morabe stated she doesn't think the DSA should be spending the members' money to do a  
35 PR campaign for the department's COVID decision. She said we need to look at our function  
36 as an association. The Sheriff has done different interviews, and it's a department/sheriff  
37 issue. As a union it isn't our responsibility to use membership dues to convince members that  
38 what the sheriff is doing is right, and if he wants to do a campaign to get more support from  
39 the deputies, then he should do that with media relations and the department.
- 40 v) Benjamin stated that she brought this up to Leonhardi, and it was her opinion that it does  
41 benefit the members. It is deputies and members that are out there, actively working and  
42 encountering the public. She believes it is a benefit to the members to have a positive  
43 interaction with the public and public perception of deputies. She stated that we need support  
44 from the public and this is one thing that the DSA needs to do more public outreach,  
45 especially with the current social climate, and all the negativity towards law enforcement.
- 46 vi) Leonhardi advised that we were not doing this to support the Sheriff, the DSA position is  
47 partially contradictory to what the Sheriff has said. The DSA is educating the public that  
48 deputies are not actually coming into the church or businesses and closing them down.  
49 Leonhardi advised he does think it is important to get the message out to not only the public,  
50 but to the members and redirect the frustration people have. They can be mad at the Sheriff if  
51 they choose, but we want them to know deputies are not the bad guys, we are just following  
52 orders.
- 53 vii) Shawcroft then asked why the department is not taking a stance on this and why again is the  
54 DSA involved, being that it sounds more like a department issue. Shawcroft questioned why  
55 the DSA would want to put something out that is contradictory to the Sheriff.

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- 1 viii) Leonhardi advised that the department did take a stance, but it is our job to show that we do  
2 see people struggling and we do understand. Leonhardi believes it is important to protect the  
3 reputation of the deputies.
- 4 ix) CAO Rachel Parrott clarified the intent of the video and why it fits within the DSA objectives.  
5 The hypocrisy of local and statewide leaders will be addressed.
- 6 x) Morabe suggested the DSA write an opinion editorial instead, and then asked how much  
7 money from membership dues is expected to do this.
- 8 xi) Leonhardi advised that no money is being asked for the video because it is already in the  
9 budget.

10  
11 4) **VICE PRESIDENT'S REPORT:** Morabe

- 12 a) No report.

13  
14 5) **SECRETARY/TREASURER REPORT:** McCurdy

- 15 a) UBS Update  
16 i) The current investments for 2020 are up 10.14% and the total portfolio investments are at  
17 \$9.3 million year to date.

18  
19 6) **COMMITTEE REPORT**

- 20 a) **FINANCE/BUDGET:** McCurdy  
21 i) Budget adjustment for retirement account  
22 (1) We had an increase in DSA retirements. We need to increase the retirement budget by  
23 \$56,000.

24  
25 MOTION/McCurdy SECOND/Fifita to increase the 2020 retirement budget by \$56,000. Motion  
26 unanimously carries

27  
28 b) **PORAC:** Morabe

- 29 i) State Board of Directors meeting  
30 (1) Morabe advised of new bills that may coming down the pipeline soon. Morabe advised of  
31 the legislative swearing-in and the broad spectrum of LE reform bills that were presented.  
32 She stated there are two law enforcement licensing bills being proposed and the  
33 likelihood that California Law enforcement will see a licensing requirement is strong.  
34 Skinner reintroduced the expansion bill on 1421 but has reached out to PORAC.  
35 Gonzalez reintroduced her ban on chemical weapons and has reached out to PORAC as  
36 well. Bradford reintroduced his licensing bill, and Atkins, a coauthor, has reached out to  
37 PORAC.  
38 (2) Morabe advised that PORAC is going to put together a police reform bill package.  
39 PORAC discussed the issue with the DA race in LA and spending \$1.3 million in that race  
40 and losing. Moving forward, they are concerned about Orange County and San Diego DA  
41 races.  
42 (3) Morabe stated that Adams and Ferone shared about military leave policies and potential  
43 internal investigations related to those policies and stated she is going to review the  
44 department's policy.

45  
46 c) **POLITICAL ACTION:** Leonhardi

- 47 i) Legislative update  
48 (1) Mathias Tucunduva from The San Diego Group gave a presentation to the board. He  
49 advised that they are currently preparing a video regarding the DSA's  
50 community/member involvement. The goal is to ramp up the social media presence, so  
51 that the DSA as a brand is seen more widely and moves away from being purely a  
52 political indicator.  
53 (2) The DSA's Sacramento Lobbyist Darrell Lucien gave a report regarding different bills that  
54 are being introduced.

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1 (a) An assembly member in LA County, who is chair of the public safety committee,  
2 presented a bill that would require law enforcement recruits be at least 25 years of  
3 age or have a bachelor's degree. Law enforcement will need to show how this is  
4 going to hinder recruitment for the populations that are already the most difficult to  
5 recruit.

6 (b) Assembly member Holden wants to criminalize officers who don't intervene during a  
7 bad use-of-force incident.

8 (3) The San Diego Group introduced the new Government Relations consultant, Jesus  
9 Cardenas, to the board.

10 ii) Leonhardi advised of a DSA Christmas PR video in the works. This video is designed to  
11 highlight DSA activities for members and the community at Christmas time. This video will  
12 include footage of the Christmas dinner for deputies, footage of kids picking up gifts, and a  
13 community Christmas event in Lemon Grove. To execute this video, the DSA will need to hire  
14 a videographer.

15  
16 MOTION/Fifita, SECOND/Benjamin to approve up to \$2,500 for videographer. Motion  
17 unanimously carries

18  
19 iii) Legal Invoice

20 (1) Invoice from Kaufman Legal Group for \$595.

21  
22 MOTION/Benjamin, SECOND/Fifita to approve legal invoice for \$595. Motion unanimously  
23 carries.

24  
25 d) **NEGOTIATIONS:** Castillo

26 i) No report.

27 e) **MEMBER EVENTS:** Rinder

28 i) DSA Children's Christmas party

29 (1) In response to San Diego's region being placed on a 3-week shelter in place order, the  
30 DSA made the decision to cancel the drive-through Children's Christmas event.

31 f) **MEMBERSHIP:** Gardenhire

32 i) No report.

33 g) **DONATIONS:** Fifita

34 i) No report.

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

36 i) Standing rule updates

37 (1) Board Direction to pass the following updates to the standing rules:

38 (a) Section 1D: Court/Business attire for Director photos added

39 (b) Page 2, Article 2 Membership: grammatical change - added word "with"

40 (c) Page 3, Virtual Meeting of Members - Section 6, number 1: "may" added and number  
41 3 "may" added

42 (d) Page 4, line 42: Subscription rate updated to \$31

43 (e) Page 5, Section 2, lines 16 & 20: percentage allocation for funds changed. 50% of  
44 general funds and retirement fund gets 22%.

45 (f) Page 6, line 35: changed language to "Chief Administrative Officer"

46 (g) Page 6 Section 5, under petty cash: defined "fund custodian". Added Secretary  
47 Treasurer is responsible for audits, and the fund custodian is designated as the DSA  
48 bookkeeper.

49 (h) Page 7, line 36: typo - changed "insuring" to "ensuring"

50 (i) Page 7, line 12: took out "the"

51 (j) Page 7, line 19, disciplinary action: if there's a failure to "balance" due to an overage  
52 that there MAY BE disciplinary action.

53 (k) Page 8, under elections and voting: added "or"

54 (l) Page 8, line 50: added word "be"

55 (m) Page 8, line 52: added word "if"

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(n) Page 9, line 3: typo on word "specifically"

(o) Page 9, line 3: inserted word "pending"

(2) On Director photographs added language "court/business attire". Directors need to decide on the version: whether to adopt complete dress code policy, adopt a revised version of that, or to not adopt a dress code policy to put into the standing rules.

(a) Roll Call Vote:

(i) Noes: Benjamin, Castillo, Gardenhire, Fifita, McCurdy, Morabe, Rinder, Shawcroft

i) **RMT:** McCurdy

i) RMT update

(1) As of November 3, 2020, the RMT fund is at \$17.7 million which is 6.95% up from starting in July with HealthInvest HRA.

(2) McCurdy stated he's received a lot of calls regarding how to access the account for HealthInvest. He advised an email went out with instructions to setup an account. McCurdy stated he did experience an issue when trying to login, but after calling the number listed on the email, he was able to get set up quickly.

j) **MEET & DISCUSS/CONFER:** Morabe

i) No report.

k) **INSURANCE:** McCurdy

i) No report.

l) **PEACE OFFICER MEMORIAL:** Leonhardi

i) No report.

m) **LEGAL DEFENSE:** Castillo

i) No report.

n) **SICKNESS AND DISTRESS:** Rinder

i) No report.

### 7) UNFINISHED BUSINESS

a) No report.

### 8) NEW BUSINESS

a) A.O. Reed Air Conditioning unit

i) One of the upstairs air conditioning units needs to be replaced at the DSA office.

MOTION/Rinder SECOND/Fifita to approve up to \$12,000 to replace AC unit. Motion unanimously carries.

### 9) GOOD OF THE ASSOCIATION

a) Law Enforcement Appreciation event

i) CAO Rachel Parrott advised the DSA will partner with some San Diego-area breweries to host a member appreciation event during Law Enforcement Appreciation weekend January 8-10.

MOTION/Gardenhire, SECOND/Rinder to approve up to \$5,000 for Law Enforcement Appreciation event. Motion unanimously carries

b) COVID Calls

i) Rinder advised there was a Captains meeting regarding directing deputies to not respond to service calls for public health order violations unless another crime is being committed and that they are to contact the newly assigned COVID enforcement task force.

ii) Benjamin asked if there's any way to direct them to a phone number to make a complaint. Benjamin advised she will need to check and get that over to Rinder.

### 10) ADJOURNED: 4:32 P.M.