

**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 January 14, 2021 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 Derek Sanders

11 Aaron Meelen

12 Benjamin Nazerian

13 Tim Richards

14  
15 Upon motion by Morabe, Second by McCurdy, and passed by unanimous vote, the January 14, 2021  
16 meeting of the Board of Directors entered into closed session at 2:05 p.m. for confidential  
17 communications to include Rachel Parrott and Fern Steiner.

18  
19 1) **DISCUSSION:**

20 a. Civil Service Request

21 b. Relief Case #2021-01

22 c. Hotel/Parking Reimbursement for member assistance

23  
24 Motion/Fifita, SECOND/Castillo to come out of closed session at 2:27 p.m.

25  
26 1) **LEGAL:** Steiner

27 a) FLSA ASTREA Update

28 i) Steiner advised that the ASTREA group is working to ensure they are being paid correctly for  
29 their straight time and overtime in accordance with FLSA laws. While it is their right to file an  
30 FLSA claim, this is not typically covered by the DSA legal coverage. However, it critical to the  
31 DSA that members are being paid correctly. Steiner is currently going over what the county  
32 has sent to her firm to see if there's anything the DSA is able to discuss with the department.

33 ii) Proposition B

34 (1) Steiner advised the board about a news article that came out regarding a bench trial. The  
35 trial concluded that Proposition B, which related to 401k pensions for city employees, was  
36 invalid and must be stricken.

37  
38 2) **CONSENT CALENDAR:**

39 a) Minutes from December 10, 2020

40 b) Retirements

41 i) Lori Turko – 25 years of class 1 membership - \$6,000

42 ii) Michael Lawson – 20 years of class 1 membership (25 years combined) - \$5,000

43 iii) Frederick Crumley – 20 years of class 1 membership (21 years combined) - \$4,600

44 iv) Chad Boudreau – 27 years of class 1 membership - \$6,600

45 v) Tammy Bennetts – 32 years of class 1 membership - \$8,400

46 vi) Michael Taylor – 20 years of class 1 membership (29 years combined) - \$5,400

47 vii) Steven Andert – 18 years of class 1 membership - \$3,900

48 viii) Michael Nichols – 14 years of class 1 membership - \$2,800

49 ix) Dean Allen – 15 years of class 1 membership - \$3,000

50  
51 MOTION/Fifita, SECOND/Gardenhire to approve the consent calendar with amendment adding in  
52 retirement ix. Motion unanimously carries.

# **Deputy Sheriffs' Association of San Diego County**

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- 1 3) **PRESIDENT'S REPORT:** Leonhardi  
2 a) Sergeant Pay Step 8 and 9  
3 i) President Leonhardi advised the board that an issue occurred regarding a payroll mistake  
4 involving a few sergeants being prematurely advanced a step. These sergeants will begin  
5 paying backpay for one payroll and the issue has been rectified.  
6 b) Christmas Events debrief  
7 i) Christmas video  
8 (1) The DSA released a Christmas promo video that highlighted the different Christmas  
9 programs the DSA hosted to serve our members, their families, and our community. The  
10 video can be viewed on the DSA website and DSA social media pages.  
11 ii) Christmas Dinner for deputies  
12 (1) Castillo advised South Bay and George Bailey reached out and gave thanks.  
13 (2) Leonhardi advised of the challenges this year regarding the food and facilities not being  
14 able to receive meals due to COVID, unless the DSA adjusted the program to make sure  
15 every meal was pre-packaged. Feedback was received that the meals were not as good  
16 as the previous year and the menu had changed. This was a result of the last-minute  
17 adjustment to ensure that the DSA could still move forward with serving every facility.  
18 iii) Looking to 2021 Christmas, the DSA may switch back to putting together treat/dessert boxes  
19 instead to show appreciation to all who are working during the holiday.  
20 c) Closed Facebook Group  
21 i) President Leonhardi advised that the DSA would be deactivating the DSA closed Facebook  
22 group, effective January 14, 2021. The hope in originally creating the group was to give a  
23 platform where members could ask questions, discuss DSA business, and be a general place  
24 to share DSA information. Leonhardi stated that the group has strayed from its original intent  
25 and could potentially create issues where members receive discipline for things that have  
26 been posted in the group.  
27 ii) President Leonhardi addressed an issue brought up by a board member regarding  
28 discrimination and the closed Facebook group from a board member that made a  
29 discrimination claim. Leonhardi then asked attorney Fern Steiner how to proceed and if the  
30 board needed to enter closed session.  
31 iii) Steiner affirmed that, yes, the board would need to go into closed session to discuss the  
32 matter.  
33 iv) Morabe asked if Leonhardi was referring to her, and if so, that she was not claiming  
34 discrimination, so there is no need to go into closed session.  
35 v) Steiner then asked Morabe to clarify if her choice of that word was intended to initiate an  
36 investigation. Steiner wanted to clarify because the DSA needs to act when discrimination is  
37 claimed.  
38 vi) Morabe advised that there were inconsistencies about posts and comments that were  
39 allowed to remain, and she was not making an official discrimination claim.  
40 vii) Steiner then asked if she was making an unofficial discrimination claim based on sex.  
41 viii) Morabe advised she was not, but the DSA needs to be consistent of whom is allowed to say  
42 things and what's allowed to be said.  
43 ix) Steiner advised that she would not debate that, as that's not the question being asked.  
44 Steiner concluded that on that basis, there is no need to go further with any investigation  
45 regarding to the statement made.  
46  
47 4) **VICE PRESIDENT'S REPORT:** Morabe  
48 a) No report.  
49  
50 5) **SECRETARY/TREASURER REPORT:** McCurdy  
51 a) UBS Update  
52 i) The current investments for 2021 are up 13.10% and the total portfolio investments are at  
53 \$9.7 million year to date.  
54  
55 6) **COMMITTEE REPORT**

# Deputy Sheriffs' Association of San Diego County

## Minutes of the meeting of the Board of Directors

- 1 a) **FINANCE/BUDGET:** McCurdy  
2 i) No report.
- 3 b) **PORAC:** Morabe  
4 i) Meeting Update  
5 (1) Vice President Morabe advised that all the failed legislation from 2020 has been  
6 reintroduced in 2021.  
7 (2) Morabe advised that, due to the events that occurred at the U.S. Capitol on January 6 ,  
8 the proposed media bill that would allow any individual that claimed to be media behind  
9 the riot lines, will likely not pass.  
10 (3) She advised of a licensing bill proposed by Bradford and that a bill to eliminate qualified  
11 immunity is still on the table.  
12 (4) Morabe stated that Mastagni Law Firm has videos on their blog that discuss the issue of  
13 personal insurance for law enforcement. Morabe stated that will be a topic of  
14 conversation for law enforcement between qualified immunity and personal insurance.  
15 (5) Morabe advised that the California Peace Officer Memorial is still undecided.  
16 (6) Leonhardi stated that he attended the CPOMF meeting, and they will be holding off  
17 another month to decide whether to host the state memorial events.  
18 (7) Morabe advised of a group of retired members in another county brought a case to look  
19 at regarding CCWs and the requirement for agencies for annual qualifications. PORAC  
20 sought legal opinion on it and agencies do have the legal authority to require you to  
21 qualify every year to renew CCW.  
22 (8) Bobbit, Pinckard and Field's office will be holding an association leadership training  
23 Tuesday, March 9 via Zoom. Morabe stated it would be good for all the board to attend.  
24 (9) Morabe advised of a good program for PTSD by Simple Recovery called First  
25 Responders Wellness Program.  
26
- 27 c) **POLITICAL ACTION:** Leonhardi  
28 i) PAC Update  
29 (1) The San Diego Group gave a presentation to the board on the public relations efforts that  
30 were completed in 2020.  
31 (2) The DSA's Sacramento Lobbyist Darrell Lucien gave a report on issues with qualified  
32 immunity and decertification.  
33 ii) President Leonhardi advised the board of the efforts being made to be proactive and have an  
34 increased presence in Sacramento. Because the DSA cannot be in Sacramento to meet one-  
35 on-one, we must find other ways to be effective.  
36 iii) Director Benjamin stated that though we continue to hear loud calls for reform, there has also  
37 been a huge amount of support for law enforcement from the public. Benjamin then asked if  
38 there was anything further the DSA could do in the community that might aid in our efforts in  
39 Sacramento.  
40 iv) Leonhardi advised that though we do have a list of supporters, he wants to create a business  
41 card that deputies can hand out in the community to those who ask how they can support law  
42 enforcement. The card would include information on ways the public can become involved  
43 and support their law enforcement.  
44 v) Benjamin stated it was a good idea but also raised concern about potential pushback being  
45 that deputies must remain nonbiased in political affairs.  
46 vi) Leonhardi advised he felt it was something that could be worked through with the department  
47 and that it would not necessarily need to be political, but rather a website link the public could  
48 visit to see how they can support.  
49 vii) Benjamin said that it sounds like a great idea but wants to make sure it is discussed with the  
50 department.  
51
- 52 d) **NEGOTIATIONS:** Castillo  
53 i) No report.
- 54 e) **MEMBER EVENTS:** Rinder  
55 i) No report.

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- 1 f) **MEMBERSHIP:** Gardenhire  
2 i) No report.
- 3 g) **DONATIONS:** Fifita  
4 i) No report.
- 5 h) **BYLAWS/STANDING RULES:** Morabe  
6 i) No report.
- 7 i) **RMT:** McCurdy  
8 i) No report.
- 9 j) **MEET & DISCUSS/CONFER:** Morabe  
10 i) No report.
- 11 k) **INSURANCE:** McCurdy  
12 i) No report.
- 13 l) **PEACE OFFICER MEMORIAL:** Leonhardi  
14 i) DSA Lottery  
15 (1) The California State Peace Officer memorial is tentatively scheduled for May 2-3, 2021 in  
16 Sacramento.  
17 (a) Visit [www.dsasd.org/memorial-trip-drawing](http://www.dsasd.org/memorial-trip-drawing) to enter. Class 1 active DSA members  
18 only.  
19 (2) The National Police Officer memorial is tentatively scheduled for May 12-16, 2021 in  
20 Washington, D.C.  
21 (a) Visit [www.dsasd.org/memorial-trip-drawing](http://www.dsasd.org/memorial-trip-drawing) to enter. Class 1 active DSA members  
22 only.  
23 (3) The DSA will keep the membership informed of any updates regarding these ceremonies  
24 and potential cancellations due to COVID-19.
- 25
- 26 m) **LEGAL DEFENSE:** Castillo  
27 i) Closed session discussion RE: Civil Service  
28  
29 MOTION/Castillo, SECOND/Morabe to approve the Civil Service case as discussed in closed  
30 session. Motion unanimously carries.  
31
- 32 n) **SICKNESS AND DISTRESS:** Rinder  
33 i) Hotel/Parking Reimbursement for member medical assistance.  
34  
35 MOTION/Castillo, SECOND/Fifita to approve \$410 for hotel/parking reimbursement as discussed  
36 in closed session. Motion unanimously carries.  
37
- 38 ii) Relief Case #2021-01  
39  
40 MOTION/Rinder, SECOND/Castillo to approve relief case #2021-01 as discussed in closed  
41 session. Motion unanimously carries.  
42
- 43 7) **UNFINISHED BUSINESS**  
44 a) No report.  
45
- 46 8) **NEW BUSINESS**  
47 a) Contractor work  
48 i) The DSA has work that needs to be done around the office to include the store, kitchen, and  
49 the conference room.  
50  
51 MOTION/Gardenhire, SECOND/Castillo to approve up to \$15,000 from unbudgeted funds for  
52 contractor work. Motion unanimously carries.  
53
- 54 9) **GOOD OF THE ASSOCIATION**  
55 a) SDCJ BBQ Request

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1 i) Shawcroft advised that SDCJ is in need of a BBQ.  
2

3 MOTION/Shawcroft, SECOND/Gardenhire to approve \$500 for a BBQ. Motion unanimously  
4 carries.  
5

6 b) Election Results- David Leonhardi gave election results.

7 i) The DSA received a total of 862 ballots with 20 being disqualified.

8 1) Ashley Lewis- 533

9 2) Eric Garcia- 496

10 3) Derek Sanders- 360

11 4) Marlon McCurdy- 328

12 5) Benjamin Nazerian- 293

13 6) Timothy Richards- 287

14 ii) President Leonhardi gave thanks to Directors McCurdy, Gardenhire, and Fifita for their time  
15 and contributions to the board.

16 iii) Director McCurdy wanted to give his thanks to the board and staff for all they do.

17 iv) Director Gardenhire expressed his appreciation for the staff and board and congratulated the  
18 new directors.

19  
20 **10) ADJOURNED 3:33 P.M.**