

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 February 11, 2021 at
2 2:02 p.m.

3
4 **ROLL CALL OF DIRECTORS:**

5 **Present:** Benjamin, Castillo, Garcia, Lewis, Morabe, Leonhardi, Rinder, Sanders, Shawcroft

6 **Absent:**

7
8 **1) EXECUTIVE BOARD ELECTIONS**

9
10 Eric Garcia nominated David Leonhardi for President, Second by Danielle Benjamin. David Leonhardi
11 accepted the nomination. No other nominations were heard. Dawn Morabe abstained. David Leonhardi is
12 elected President.

13
14 Derek Sanders nominated Dawn Morabe for Vice President, Second by Rob Shawcroft. Dawn Morabe
15 accepted the nomination. Eric Garcia nominated Ray Castillo for Vice President, Second by Cliff Rinder.
16 Ray Castillo accepted the nomination. By a vote of 3 to 5, Ray Castillo is elected Vice President.

17
18 Dawn Morabe nominated Derek Sanders for Secretary/Treasurer, Second by Rob Shawcroft. Derek
19 Sanders accepted the nomination for Secretary/Treasurer. Ashley Lewis nominated Danielle Benjamin for
20 Secretary/Treasurer, Second by Ray Castillo. Danielle Benjamin accepted the nomination for
21 Secretary/Treasurer. By a vote of 3 to 5, Danielle Benjamin is elected Secretary/Treasurer.

22
23 Dawn Morabe nominated Rob Shawcroft for the Second Full-Release position, Second by Derek
24 Sanders. Rob Shawcroft accepted the nomination for the Second Full-Release position. Eric Garcia
25 nominated Ray Castillo for the Second Full-Release position, Second by Cliff Rinder. Ray Castillo
26 accepted the nomination. By a vote of 3 to 5, Ray Castillo is selected to fulfill the Second Full Release.

27
28 **2) LEGAL REPORT: Steiner/Cadieux**

- 29 a) Cadieux discussed the LOUs that went out to the board and stated everything looked good from
30 their firm's standpoint.

31
32 **3) CONSENT CALENDAR:**

- 33 a) Minutes from January 14, 2021

- 34 b) Retirements

- 35 i) Thomas Bensted – 20 years of class 1 membership - \$4,500
36 ii) Damon Blankenbaker – 22 years of class 1 membership - \$5,100
37 iii) Barry Borden – 20 years of class 1 membership (26 years combined) - \$5,100
38 iv) Gary Boyer – 14 years of class 1 membership - \$2,800
39 v) Gregory Buchnoff – 22 years of class 1 membership - \$5,100
40 vi) Margaret Calloway – 12 years of class 1 membership - \$2,400
41 vii) John Debus – 30 years of class 1 membership - \$7,500
42 viii) William Fewell – 35 years of class 1 membership - \$9,750
43 ix) Brian Goonan – 20 years of class 1 membership (21 years combined) - \$4,600
44 x) Kirk Gossett – 20 years of class 1 membership (prior marshall) - \$5,200
45 xi) Mark Katra – 20 years of class 1 membership (26 years combined) - \$5,100
46 xii) James Madsen – 19 years of class 1 membership - \$4,200
47 xiii) John Maryon – 25 years of class 1 membership (28 years combined) - \$4,800
48 xiv) Christopher Mata – 21 years of class 1 membership - \$4,800
49 xv) Lisa Montesdeoca – 20 years of class 1 membership (28 years combined) - \$5,300
50 xvi) Stephan Napolitano – 20 years of class 1 membership (28 years combined) - \$5,000
51 xvii) Timothy Nickerson – 22 years of class 1 membership - \$5,100
52 xviii) Jennifer Phillips – 13 years of class 1 membership - \$2,600
53 xix) April Pruitt – 20 years of class 1 membership (22 years combined) - \$4,700

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- 1 xx) Scott Seitz – 33 years of class 1 membership - \$8,850
2 xxii) Kenneth Strickland – 10 years of class 1 membership - \$2,000
3 xxii) Jeffery Weishaar – 19 years of class 1 membership - \$4,200
4

5 MOTION/Castillo, SECOND/Benjamin to approve the consent calendar. Motion Carries.
6 ABSTAIN: Morabe
7

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

9 a) Committee Assignments

- 10 i) Board ratification of the 2021 Committee Assignments. The committee assignments will be
11 available on the DSA website and printed in the Silver Star.
12 ii) Morabe addressed her concern regarding the RMT appointments. She stated that,
13 historically, those positions were held by someone from the DSA board, and being that they
14 are important fiduciary seats, she is opposed to giving up a board seat. She asks that Marlon
15 McCurdy or Dave Schaller fulfill one seat, but for the second seat to be a board member.
16 iii) Leonhardi advised he would like to leave McCurdy and Schaller there. He addressed
17 Schaller's future retirement and McCurdy's ability to train a future director to replace Schaller.
18 He stated that they are still DSA-appointed positions, so although it may not be board
19 directors in that seat, they can be changed at any time. Leonhardi feels that they have both
20 done a great job serving as advocates of the RMT.
21 iv) Leonhardi called for a vote and asked if there were any other issues with the appointments.
22 v) Morabe stated she sent an email to the board regarding the PORAC committee assignment.
23 She stated she had hoped to have the board's support as PORAC chair because of her
24 involvement with PORAC.
25

26 MOTION/Lewis, SECOND/Castillo to ratify the 2021 Committee Assignments. Motion carries.

27 AYES: Garcia, Benjamin, Castillo, Rinder, Lewis

28 NOES: Morabe, Shawcroft, Sanders
29

30 b) Vaccine update and BOS meeting

- 31 i) Leonhardi addressed his email that was sent out to the members regarding the board of
32 supervisor meeting. He discussed the agenda item related to moving law enforcement up as
33 a priority to receive the COVID-19 vaccination. Since the start of the pandemic, LE has been
34 placed at Tier 1B. This was not an issue until the County website posted information placing
35 cannabis workers in Tier 1A. Fletcher advised that the cannabis workers being put there was
36 an actual error. In a vote of 2 to 3, the Board of Supervisors did not vote to move law
37 enforcement up to Tier 1A.
38 ii) Leonhardi advised of another agenda item presented by Supervisor Lawson-Remer, which
39 put forth a framework to provide hazard pay to all county employees. By a vote of 3 to 2, they
40 voted to direct their CAO to negotiate with the nine unions on hazard pay to include
41 retroactive pay. However, they only needed three votes to negotiate, but will need four votes
42 prior to being able to spend money. Leonhardi believes this is unlikely.
43

44 5) **VICE PRESIDENT'S REPORT:** Morabe

45 a) Silver Star Working Group

- 46 i) Last year the group was established to work with editor, Alex Heckman. Morabe asked if any
47 directors would like to join the group. Benjamin, Sanders, and Garcia joined.
48

49 6) **SECRETARY/TREASURER REPORT:**

50 a) Authorized signers for San Diego County Credit Union and UBS accounts

- 51 i) Be it resolved that
52 (1) San Diego County Credit Union is designated as a depository for the funds of this
53 corporation.
54 (2) This resolution shall continue to have effect until express written notice of its rescission or
55 modification has been received and recorded by San Diego County Credit Union.

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- 1 (3) All transactions, if any, with respect to any deposits, withdrawals, and borrowings by or
2 on behalf of this corporation with San Diego County Credit Union prior to the adoption of
3 this resolution are hereby ratified, approved and confirmed.
- 4 (4) An of the persons named below so long as they act in a representative capacity as
5 agents of this corporation, are authorized to make any and all other contracts,
6 agreements, stipulations, and orders which they may deem advisable for the effective
7 exercise of their powers, from time to time with the San Diego County Credit Union,
8 concerning funds deposited in San Diego County Credit Union, moneys borrowed from
9 San Diego County Credit Union or any other business transacted by and between this
10 corporation and San Diego County Credit Union.
- 11 (5) Any and all prior resolutions adopted by the Board of Directors of this corporation and
12 certified to the credit union as governing the operation of this corporation's account(s),
13 are in full force and effect, unless supplemented or modified by this authorization.
- 14 (6) This corporation agrees to the terms and conditions of any account agreement, properly
15 opened by any authorized representative(s) of this corporation, and authorizes San Diego
16 County Credit Union, at any time, to charge this corporation for all checks, drafts, or other
17 orders for the payment of money that are drawn on San Diego County Credit Union,
18 regardless of by whom or by what means the facsimile signature(s) may have been
19 affixed so long as they resemble the signature specimens shown below, or facsimile
20 signature specimens that this corporation files with the credit union from time to time.

21
22 MOTION/Lewis, SECOND/Castillo to adopt the above resolution and remove Dawn Morabe and
23 Marlon McCurdy from SDCCU accounts and add Raymond Castillo, Danielle Benjamin, David
24 Leonhardi, and Rachel Parrott to the SDCCU accounts as signers. Motion unanimously carries.

25
26 MOTION/Garcia, SECOND/Castillo, to adopt the Corporate resolutions with UBS Financial Services
27 with signers as David Leonhardi, President; Raymond Castillo, Vice President; Danielle Benjamin as,
28 Secretary/Treasurer. Motion unanimously carries.

31 7) COMMITTEE REPORT

32 a) FINANCE/BUDGET:

33 i) No report.

34 b) PORAC: Morabe

35 i) Meeting Update

- 36 (1) Morabe advised of HR-127 that would require a public database of anyone who owns a
37 firearm. PORAC will discuss potentially taking an active oppose to it.
- 38 (2) Morabe advised that at the last legislative session there were over 50 bills that could be
39 introduced per member. The speaker now has said that only 12 bills per member could
40 be introduced. The last day to introduce bills is February 19, 2021.
- 41 (3) The PORAC Symposium in April is still undecided.
- 42 (4) The Local Memorial and State Memorial ceremonies are still undecided on whether to
43 proceed amid the pandemic. The National Memorial is currently happening.
- 44 (5) PORAC stickers are available for purchase at the DSA store.
- 45 (6) Morabe spoke about shooting qualifications and expressed that our retired members
46 need to understand the legal defense coverage that they have through PORAC is only
47 valid if they qualify every single year.
- 48 (7) AB1506 went into law, which mandates that the Attorney General's office investigates all
49 officer-involved shootings in which the citizen involved was unarmed. The issue is the
50 definition of "unarmed." For example, if a citizen was wielding a replica gun, an authentic
51 gun with no bullets, or a knife and was charging at a deputy, all would be considered
52 unarmed.

53 c) POLITICAL ACTION: Leonhardi

54 i) Political Action Committee (PAC) ratification

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1 (1) Aaron Montan, Brian Bentley, Jake Klepach, Mark Bryan, Dave Schaller, Tony O'Boyle,
2 Pat McEvoy, Marlon McCurdy, Robert Miller, and Jonathan Tippin as the Political Action
3 Committee.

4
5 MOTION/Garcia, SECOND/Lewis to ratify the 2021 Political Action Committee. Motion
6 unanimously carries.

7
8 ii) PAC meeting supplies

9 (1) Leonhardi sought approval for up to \$3,000 to purchase tablets for use by the PAC and
10 board of directors for candidate information, questionnaires, and other PAC-related
11 business.

12
13 MOTION/Lewis, SECOND/Castillo to approve up to \$3,000 to purchase 10 Samsung tablets.
14 Motion carries.

15 AYES: Garcia, Benjamin, Castillo, Sanders, Rinder, Shawcroft, Lewis

16 NOES: Morabe

17
18 iii) Central Committee request

19 (1) Mark Bryan and Brian Bentley have been appointed to the Californian Republican
20 Statewide Central Committee. Leonhardi asked the board up for \$500 per person to
21 reimburse for travel expenses and other committee obligations.

22
23 MOTION/Benjamin, SECOND/Lewis to approve up to \$500 for the two members appointed to the
24 Californian Republic Statewide Central Committee. Motion unanimously carries.

25
26 d) **NEGOTIATIONS:** Castillo

27 i) Advanced Enterprise contracts

28 (1) Leonhardi discussed a salary survey proposal to assist the DSA with negotiations in
29 2023. There would be two separate proposals. One would be a three-year contract
30 including one survey per year, totaling \$22,000 per year. The second would be a one-
31 time salary survey comparing the detentions classification to other detentions programs
32 in the state, costing \$16,000.

33 (2) Morabe asked if the company could come out and do a presentation, perhaps at the next
34 meeting, prior to the board voting.

35 (3) Leonhardi said he would see if they were available, however the presentation has already
36 been given to the negotiations group, and they were all on board with moving forward
37 with the proposal.

38 (4) Shawcroft asked if the board and membership would have access to these tools.

39 (5) Leonhardi said that the board will have access to the survey; however, these would be
40 proprietary tools for negotiations, not documents that would be available for members.

41 (6) Castillo stated that having these numbers will be helpful when they go into the meetings
42 to negotiate. Regarding the detentions survey, there are not any comparables in San
43 Diego because deputies are the only detentions group in town. The survey would assist
44 with looking into compensation and benefits compared to other outside county groups.

45 (7) Rinder asked Leonhardi and Castillo if this had ever been done in previous negotiations.

46 (8) Leonhardi advised that, historically, the DSA and other agencies have used salary
47 surveys as a valuable tool going into negotiations. Last time, the negotiations committee
48 chose not to do a salary survey.

49 (9) Shawcroft asked why they couldn't do three-year contract for the detentions salary
50 survey.

51 (10) Castillo stated that, since there are no comparables, it is a good first step to learning
52 more about where we are presently and to planning where we want to be in terms of
53 negotiations moving forward.

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1 MOTION/Morabe, SECOND/Sanders to postpone this discussion until vendor can present to the
2 board. Motion unanimously carries.

3
4 ii) FFRCA LOU

5 (1) Discussed via email.

6 MOTION/Garcia, SECOND/Morabe to approve the FFRCA LOU. Motion unanimously carries.

7
8 iii) Kin Care LOU

9 (1) Discussed via email.

10 MOTION/Castillo, SECOND/Benjamin to approve the Kin Care LOU. Motion unanimously
11 carries.

12
13 e) **MEMBER EVENTS:** Rinder

14 i) No report.

15 f) **MEMBERSHIP:**

16 i) No report.

17 g) **DONATIONS:**

18 i) No report.

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

20 i) Clarification/Silver Star

21 (1) Morabe advised of an issue that came up regarding an article that she had written, and
22 the concern Leonhardi expressed with it. Morabe stated the standing rules are very
23 specific in that the ability to pull an article from the magazine rests with the board of
24 directors and the editor. Morabe stated this will be one of the issues the working group
25 will be handling.

26 ii) Morabe advised that as the chairperson for the bylaws, she needs to put together a
27 temporary committee to go over the standing rules and bylaws.

28 (1) Benjamin and Sanders agreed to join the temporary committee.

29 iii) Morabe advised of a concern regarding how the board can engage the members in the
30 discussion during meetings. She stated that, currently, discussion is only between the board
31 members, and the members in attendance are left in the dark as an audience. She proposed
32 that, as a board, when there is a discussion, Leonhardi can ask if any members would like to
33 speak on the topic at hand.

34 (1) Benjamin advised that her understanding is that members can utilize the "raise hand"
35 feature during the meetings.

36 (2) Morabe advised that many members have felt that they are not invited to discuss or felt
37 like they can't.

38 (3) Castillo stated that since doing everything virtually, there have been many members who
39 speak.

40 (4) Member Timothy Richards said he had the concern because of the impression of
41 openness. If a "member comments" item was to be instated on the agenda, it would
42 alleviate this issue.

43 iv) Morabe advised of another issue regarding the standing rules and the time of the virtual
44 meetings. If the board continues to meet virtually, the standing rules need to be changed to
45 reflect the accurate meeting time.

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

47 i) No report.

48 j) **INSURANCE:**

49 i) No report.

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

51 i) No report.

52 l) **LEGAL DEFENSE:** Castillo

53 i) No report.

54 m) **SICKNESS AND DISTRESS:** Rinder

55 i) No report.

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1
2 **8) UNFINISHED BUSINESS**

3 a) Electronic Voting

- 4 i) Shawcroft stated he has had questions about the software program and other questions he
5 doesn't know the answer to and is getting a run-around. He then asked Rachel Parrott for the
6 contact information for the i:Que representative.
- 7 ii) Morabe and Shawcroft discussed Shawcroft taking on the project. Morabe then asked Parrott
8 to forward the contact information to Shawcroft, so that he can continue with the project.
- 9 iii) CAO Parrott stated that the DSA is currently transitioning over to i:Que and working out the
10 transition with our payroll and benefits processing. She stated she takes issue with Shawcroft
11 taking over the project at this time because i:Que is already working directly with DSA
12 Member Benefits Coordinator Louisa Hicks to ensure all the insurance and payroll is being
13 set up correctly. She advised that adding an additional contact to the project would create
14 confusion for both i:Que and DSA staff before being able to finish the current projects. The
15 current plan is to ensure the accuracy of the payroll process prior to launching the member
16 portal. Once the member portal is launched, we would then have to get all members signed
17 up to the online portal to be able to offer electronic voting. She stated that she is happy to
18 explain the timeline or work with the board to set stricter deadlines. The hope is to get the
19 member portal up by the beginning of March, and then do a big marketing push in March,
20 April, and May. If the board would like to do a mock election/survey to ensure there aren't any
21 unforeseen issues that crop up, we could aim for July/August to work out any potential kinks.
- 22 iv) Morabe made a motion that the DSA move forward with electronic voting immediately.
- 23 v) Benjamin expressed her confusion and asked if we had all the information on electronic
24 voting.
- 25 vi) Morabe advised that there are some semantics. She stated Shawcroft brought this up in
26 February 2020 and at that point the board gave general direction of wanting to move forward
27 with electronic voting. But because there was not a specific motion, there has been stalling.
28 To move forward, she stated there must be a specific and articulate motion that says to move
29 forward with electronic voting.
- 30 vii) Leonhardi advised that there has been no stalling of the project. He stated that when i:Que
31 was initially presented, CAO Parrott was very clear to the board about i:Que's offerings,
32 including the electronic voting feature, but there were going to be certain things that needed
33 to take place in order to facilitate electronic voting. Leonhardi then advised we will need to get
34 the entirety of the membership signed up in the platform; the DSA cannot hold an election
35 and that doesn't allow all of our members to vote. Leonhardi then stated that he believed the
36 current motion is irresponsible. He requested the board trust the staff as they continue to
37 work on the project. He also stated that to accuse staff of stalling is unfair as they have been
38 clear throughout the process that working out the setup logistics requires a significant level of
39 effort and coordination.
- 40 viii) CAO Parrott stated she does not intend to give anyone the run-around. Rather, as a staff
41 member who works at the DSA every day and deals with the logistics, she is merely trying to
42 set realistic expectations. Currently the DSA has 2,100 personal email addresses for
43 members. The next step will be to work with the directors to get email addresses from the
44 remaining 400 members so that every member is given the opportunity to vote. Parrott
45 offered to set up a meeting or conference call for Shawcroft and the vendor to assist with
46 answering the member questions Shawcroft brought up regarding the security of online
47 voting.
- 48 ix) Shawcroft stated that he wanted to be involved in it because he was the one to put it on the
49 agenda originally. He doesn't want to push anyone out of a project; he can just be given a
50 contact who is able to answer his questions.
- 51 x) Morabe stated that when a board member is asking staff for information and it is a
52 reasonable request, staff is instructed to provide that information. Morabe said Shawcroft
53 needs to be given the name and phone number of the vendor, and that setting up a meeting
54 with the vendor would not satisfy Shawcroft's request.

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- 1 xi) CAO Parrott said she is not denying the phone number but trying to explain that the DSA has
2 full-time staff working on and overseeing the project. In the past, it has not been typical for a
3 director to reach out directly to specific vendors, insurances, companies, etc. Having a
4 director reach out to i:Que regarding electronic voting could create confusion in which our
5 vendor may assume that electronic voting is now the priority over payroll and benefits issues,
6 causing more confusion and greater delay. Parrott would like to keep everyone on the same
7 page.
8 xii) A meeting will be set with Parrott, Hicks, Shawcroft, Benjamin, and the vendor to answer and
9 discuss the electronic voting questions.

10 MOTION/Morabe, SECOND/Sanders to move forward with electronic voting. Motion does not
11 carry.

12 AYES: Morabe, Shawcroft, Sanders

13 NOES: Garcia, Benjamin, Castillo, Rinder, Lewis

14
15
16 **9) NEW BUSINESS**

17 a) BBQ Request: Respect Project

- 18 i) The Respect Project opened their new building in San Marcos and reached out to the DSA to
19 get a BBQ.

20
21 MOTION/Rinder, SECOND/Castillo to approve up to \$500 for a BBQ for the Respect Project.
22 Motion unanimously carries.

23
24 b) BBQ Request: NTF

- 25 i) Director Garcia advised NTF reached out and needs a BBQ.

26
27 MOTION/Garcia, SECOND/Castillo to approve up to \$500 for a BBQ for NTF. Motion
28 unanimously carries.

29
30 **10) GOOD OF THE ASSOCIATION**

31 a) Full-Release Positions

- 32 i) Director Sanders proposed a motion to see bi-weekly reports from the two full-release
33 directors before the board meetings. He also requested access to their calendars.

34
35 MOTION/Sanders, SECOND/Morabe for the full-release directors to send bi-weekly updates to
36 the board and share their calendars. Motion unanimously carries.

37
38 b) DSA-sponsored Memorial Trips

- 39 i) The board discussed the potential of the 2021 memorial trips being cancelled.
40 ii) National Memorial Trip Winners
41 (1) Stephen Kitcko, Christina Rodriguez, Rodrigo Aristizabal, Kevin McCauley, Karen Bloch
42 iii) State Memorial Trip Winners
43 (1) Trevor Barron, Andrew Hollister, Stephen Cornwell, Derek Llanes, Bolivar Sierra,
44 Abraham Macias, Jonathan Corrao, Julia Breer, Corey Petruzzello, Joseph Reyes

45 c) Simple Recovery program

- 46 i) Castillo had a meeting with county HR and Risk Management regarding the first responder
47 wellness program that is being offered by Simple Recovery. Simple Recovery offers
48 treatment plans and counseling through an in-stay facility.

49 d) Flying Cross Pants

- 50 i) Shawcroft brought up unapproved Flying Cross pants that he believes should be part of the
51 Detentions/LE uniform based on the durability, waterproofness, and antibacterial properties of
52 the material. He requested that either Leonhardi or Castillo work to see if we can get them
53 approved. Castillo asked Shawcroft to send him the info on the pants.

54
55 **11) ADJOURNED at 4:07 P.M.**