

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 February 25, 2021 at
3 2:03 p.m.
4

5 **ROLL CALL OF DIRECTORS:**

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

7 **Absent:**
8

9 Upon motion by Morabe, Second by Rinder, and passed by unanimous vote, the February 25, 2021
10 meeting of the Board of Directors entered into closed session at 2:39 p.m. for confidential
11 communications to include Rachel Parrott, Monique Wengeler, Jon Cadieux and Fern Steiner.
12

13 1) **DISCUSSION:**

- 14 a. Negotiations
- 15 b. Relief Case #2021-02
- 16 c. Relief Case #2021-03
- 17 d. Member Assistance
18

19 MOTION/Sanders, SECOND/Shawcroft to come out of closed session at 2:53 p.m.
20

21 1) **APPERANCES:**

- 22 a) Advanced Enterprises Inc
 - 23 i) Advanced Enterprises presented the salary survey proposal to assist the DSA with
 - 24 negotiations in 2023. There are two separate proposals. One would be a three-year contract
 - 25 including one survey per year, totaling \$22,000 per year. The second would be a one-time
 - 26 salary survey comparing the detentions classification to other detentions programs in the
 - 27 state, costing \$16,000.
28

29 MOTION/Morabe, SECOND/Garcia to approve up to \$22,000 per year for the three years' salary
30 survey from Advanced Enterprises. Motion unanimously carries.
31

32 MOTION/Morabe, SECOND/Shawcroft to approve up to \$16,000 for a one-year Detentions salary
33 survey by Advanced Enterprises. Motion unanimously carries.
34

35 2) **CONSENT CALENDAR:**

- 36 a) Minutes from February 11, 2021
- 37 b) Retirements
 - 38 i) John Davis – 27 years of membership (25 as class 1) - \$5,800
 - 39 ii) Travis Greene – 21 years of membership (20 as class 1) - \$4,600
 - 40 iii) Nicholas Maryn – 30 years of membership - \$7,500
 - 41 iv) Lucy Masterson – 17 years of membership - \$3,600
 - 42 v) David Moss – 32 years of membership - \$8,400
 - 43 vi) Samuel Sheppard – 32 years of membership - \$8,400
 - 44 vii) James Stathes – 18 years of membership - \$3,900
 - 45 viii) Laura Whalen – 24 years of membership - \$5,700
 - 46 ix) Don Wood – 12 years of membership - \$2,400
 - 47 x) Blanca Zarate – 21 years of membership (20 as class 1) - \$4,600
 - 48 xi) Franklin Hyde, Jr. –18 years of membership - \$3,900
49

50 MOTION/Sanders, SECOND/Garcia to approve the consent calendar with amendment adding in
51 retirement xi. Motion unanimously carries.
52

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

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1 a) VDF Incident

2 i) President Leonhardi spoke about an incident that occurred at VDF. The board discussed the
3 photo that was put out by the department's media relations showing results of the assaulted
4 deputy. Leonhardi advised the board that he did reach out to the deputy regarding the photo
5 and the deputy confirmed that he gave permission for it to be posted. The directors talked
6 through the mixed views on the posting and feedback received from deputies. Director Garcia
7 acknowledged the Department's response and their PR role of bringing awareness to the
8 public of the realities deputies face.

9 ii) On the topic of the assault, the board voiced concerns regarding staffing levels at detentions
10 facilities.

11 (1) Leonhardi advised of how Assistant Sheriff Ray has met with the board advising that one
12 of the main issues is the number of deputies currently out TTD.

13 (2) Castillo, Leonhardi, and Benjamin went to VDF after the incident to check on the deputies
14 and ask how things were going and what was needed. The feedback from deputies was
15 mostly related to staffing, which is more of a complex issue, but it was also advised that
16 VDF does not currently have working food flaps; broken control panels are also an issue.
17 Leonhardi and Castillo made a list of the voiced concerns to present to DSB Command.

18 (3) Director Shawcroft gave a demonstration of how staffing is managed on any given day
19 and the issues facilities face. He discussed that, though they are supposed to have a
20 staff of 41-42 per shift, 5-6 of those staff are assigned to transportation or medical runs
21 and therefore are out of the facility, sometimes for entirety of their shifts. Attorney Steiner
22 stated that to file a grievance regarding a safety/staffing issues, we should be able to
23 provide records of staffing during officer safety incidents.

24 (4) Morabe suggested submitting a public records request for the staffing logs.

25 (5) Leonhardi stated he would put that on his list to ask command first, and if it's not
26 something they can do, the DSA could look into a public records request at that point.

27 b) Staff training

28 i) Communication Coordinator Alex Heckman needs to attend an Adobe training seminar.

29
30 MOTION/Morabe, SECOND/Shawcroft to approve \$1,700 for staff training seminar. Motion
31 unanimously carries.

32
33 4) **VICE PRESIDENT'S REPORT:** Castillo

34 a) No report.

35
36 5) **SECRETARY/TREASURER REPORT:** Benjamin

37 a) Retirement fund investment transfer

38 i) The DSA budget for retirement needs an adjustment due to an unbudgeted increase in
39 member retirements.

40
41 Motion/Benjamin, SECOND/Lewis to transfer \$50,000 from the UBS retirement investment account
42 into the SDCCU retirement cash account. Motion unanimously carries.

43
44 b) The Vanguard Ultra account is currently not producing, so UBS account representative Mark
45 Sikorski has suggested moving it into another account.

46
47 Motion/Benjamin, SECOND/Lewis to allow Mark Sikorski to transfer Vanguard Ultra Account to an
48 appropriate investment account with UBS. Motion unanimously carries.

49
50 c) UBS Update

51 i) The current investments for 2021 are up 3.73% and the total portfolio investments are at \$9.9
52 million year to date.

53 6) **COMMITTEE REPORT**

54 a) **FINANCE/BUDGET:** Benjamin

55 i) No report.

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- 1 b) **PORAC:** Garcia
2 i) Director Garcia advised that the PORAC Symposium and golf tournament have been
3 cancelled.
4 ii) In the first week of March, the vote for the George Floyd Justice and Policing Act will take
5 place.
6 iii) Illinois Governor signed the anti-police HB 3653 into law. PORAC stated to be on the lookout
7 for this type of legislation in other states and for people looking to leave Illinois and head
8 elsewhere.
9 c) **POLITICAL ACTION:** Leonhardi
10 i) Shirley Weber's daughter, Akilah Weber, has emerged as a possible contender to succeed
11 Assembly Member Shirley Weber for the 79th Assembly District next year.
12 ii) The DSA has an opportunity to participate in a political poll and survey regarding the 79th
13 assembly district.

14
15 MOTION/Sanders, SECOND/Castillo to approve up to \$10,000 from PAC Fund for the assembly
16 district survey. Motion unanimously carries.

- 17
18 d) **NEGOTIATIONS:** Castillo
19 i) Update for negotiations.
20 (1) Discussed in closed session.
21 e) **MEMBER EVENTS:** Rinder
22 i) No report.
23 f) **MEMBERSHIP:** Garcia
24 i) No report.
25 g) **DONATIONS:** Sanders
26 i) Future donations
27 (1) Sanders has requested a change to the donation form.
28 ii) CSB Donation Request for Wellness Speaker
29 (1) CSB has asked for \$150 to have a wellness speaker come in for in memory of the one-
30 year anniversary of the death of an employee.

31
32 MOTION/Sanders, SECOND/Morabe to approve \$150 CSB wellness speaker request. Motion
33 unanimously carries.

- 34
35 h) **BYLAWS/STANDING RULES:** Morabe
36 i) Committee ratification
37 (1) President Leonhardi appointed and the board ratified the following for the Bylaw/Standing
38 Rules Temporary Committee: Dawn Morabe, Robb Shawcroft, Danielle Benjamin, Derek
39 Sanders, Brian Bentley, Justin Cole, and Tim Richards.
40 i) **MEET & DISCUSS/CONFER:** Castillo
41 i) No report.
42 j) **SCHOLARSHIPS:** Lewis
43 i) Kaleidoscope scholarship software proposal
44 (1) The DSA would like to migrate over to an all-online scholarship platform. The portal will
45 roll out for the 2022 scholarships.

46
47 MOTION/Sanders, SECOND/Lewis to approve \$1,000 for Scholarship portal build out and a
48 yearly cost. Motion unanimously carries.

- 49
50 k) **PEACE OFFICER MEMORIAL:** Benjamin/Morabe
51 i) San Diego Law Enforcement Memorial update
52 (1) The county memorial event has been cancelled, but the Honor Guard will be doing a
53 tribute like done in 2020. They are currently working on the monument, so the budgeted
54 line item of \$1,000 for the memorial will be sent to help with the monument.
55 l) **LEGAL DEFENSE:** Castillo

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1 i) At the last legal defense meeting, attorneys Rick Pinckard and Brad Fields brought up
2 concerns regarding a recent shooting incident involving lots of deputies, in which there was
3 an extensive delay to the interviewing process. They recommended to deputies in critical
4 incidents to hold off on statement/homicide interview for 24-48 hours. This is to ensure that
5 attorneys and deputies are not out in the field for long periods of time and mentally fatigued
6 when providing their statements.

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

8 i) Relief Case #2021-02
9 (1) Discussed in closed session.

10
11 MOTION/Rinder, SECOND/Lewis to approve relief case #2021-02 as discussed in closed
12 session. Motion unanimously carries.

13
14 ii) Relief Case #2021-03
15 (1) Discussed in closed session.

16
17 MOTION/Rinder, SECOND/Garcia to approve relief case #2021-03 as discussed in closed
18 session. Motion unanimously carries.

19
20 iii) Member assistance
21 (1) Discussed in closed session.

22
23 MOTION/Rinder, SECOND/Castillo to approve \$1,000 member assistance as discussed in closed
24 session. Motion unanimously carries.

25
26 7) **UNFINISHED BUSINESS**

27 a) No report.

28
29 8) **NEW BUSINESS**

30 a) Server upgrade for DSA
31 i) Approval for an additional \$900 to upgrade DSA server.

32
33 MOTION/Castillo, SECOND/Shawcroft to approve additional \$900 for server upgrade. Motion
34 unanimously carries.

35
36 b) BBQ/Smoker for WTU
37 i) The Weapons Training Unit requested a BBQ.

38
39 MOTION/Shawcroft, SECOND/Lewis to approve up to \$500 for WTU BBQ. Motion unanimously
40 carries.

41
42 9) **GOOD OF THE ASSOCIATION**

43 a) Morabe addressed board meetings and how they will look moving forward. The board agreed
44 that, being that they have opted to meet in person for their board training, they can meet in
45 person for future board meetings. However, members will only be able to attend via Zoom to keep
46 in line with COVID safety protocols.

47
48 10) **ADJOURNED: 3:23 P.M.**