

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 May 13, 2021 at 02:12
3 p.m.

4
5 **ROLL CALL OF DIRECTORS:**

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

7 **Absent:** Benjamin, Shawcroft

8
9 The Executive Meeting of the Board of Directors was recessed at 4:19 p.m. and President Leonhardi
10 called the General Membership meeting to order at 5:31 p.m.

11
12 **MEMBERS IN ATTENDANCE:**

13 Anthony O'Boyle

14 Spencer Hildreth

15 Scott Johnson

16
17 Upon motion by Rinder, Second by Castillo, and passed by unanimous vote, the May 13, 2021 meeting of
18 the Board of Directors entered into closed session at 4:06 p.m. for confidential communications to include
19 Fern Steiner, Rachel Parrott, and Monique Wengeler.

20
21 1) **DISCUSSION:**

- 22 a. Member donation request

23
24 MOTION/Garcia, SECOND/Lewis to come out of closed session at 4:19 p.m.

25
26
27 1) **LEGAL UPDATE: Steiner**

- 28 a) Steiner advised of a new court case involving Association of Los Angeles Deputy Sheriffs
29 (ALADS) v. Macias. Former ALADS President Macias is being accused of breaching the fiduciary
30 duty to ALADS as members of its board of directors and required to pay out settlements due to
31 the breach in that duty.

32
33 2) **CONSENT CALENDAR:**

- 34 a) Minutes from April 22, 2021
35 b) Retirements
36 i) Juan Young- 18 years membership- \$3,900
37 ii) Luis Negron- 19 years of membership- \$4,200

38
39 MOTION/Sanders, SECOND/Garcia to approve the consent calendar with an amendment to add in
40 commentary from Director Morabe regarding the Union-Tribune article. Motion unanimously carries.

41
42 3) **PRESIDENT'S REPORT:** Leonhardi

- 43 a) Employee Relations Meeting
44 i) A meeting was held with the Department's Labor Relations unit. They discussed that the
45 department is currently down about 200 positions, which has led to one of lowest staffing
46 levels in many years.
47 ii) Also discussed was ASTREA and their incentive pay when working overtime. Leonhardi
48 advised of the history behind when the contract was originally put into action. Steiner
49 discussed the Fair Labor Standards Act and how it is all currently being done. Leonhardi
50 advised that we must see what happens and what can be done via the next contract
51 negotiations.
52 b) P&P 6.131 BWC

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- 1 i) The board was sent the revised changes made by the County. Leonhardi stated he believes
2 the Department listened to the DSA's concerns and made some changes in reaction. He
3 stated that, since they incorporated the input, the DSA should move forward with signing off
4 on the policy.
5 ii) Morabe asked if Leonhardi could get clarification on if the reporting deputy is required to ask
6 the other deputies whether they muted their cameras or if deputies can just report into CAD if
7 they aren't writing a report.
8 iii) Director Lewis asked if there is a policy regarding inappropriate language and if it had been
9 changed back to the old policy. Leonhardi advised that there was, and what was originally
10 given to the DSA wasn't signed off on.
11 iv) The board also discussed a duty to intervene article published by U-T. Leonhardi spoke
12 about how other agencies have a policy, but San Diego County Sheriff's deputies have only a
13 directive from the Sheriff regarding the duty to intervene. Leonhardi stated we may see a
14 policy being sent out by the Department.

15 c) **P&P 8.0 Firearms**

- 16 i) The board discussed the proposed P&P 8.0 and then agreed to sign off on it.

17 d) **Greenhead Sporting Club**

- 18 i) Leonhardi advised of a private sporting club in Pine Valley that allows members to go
19 hunting, fishing, trapshooting, etc. on their private property. The proposal to the board is to
20 pay \$4,500 for a one-year membership for Store Manager, Chris Hennessey, to manage.
21 Hennessey would be the principal account holder and could bring up to 14 Class 1 Active
22 DSA members at a time to utilize the property. Conditions for this investment include at least
23 three events for deputies and one fundraising event per year. The board discussed how well-
24 received this member benefit would be and that the potential of holding a fundraiser with
25 members and the networking that can be done within the sporting club was significant.

26
27 MOTION/Garcia, SECOND/Castillo to approve up to \$4,500 for the Greenhead Sporting Club
28 membership. Motion unanimously carries.
29

30 4) **VICE PRESIDENT'S REPORT:** Castillo

- 31 a) No report.
32

33 5) **SECRETARY/TREASURER REPORT:** Benjamin

- 34 a) No report.
35

36 6) **COMMITTEE REPORT**

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

- 38 i) No report.

39 b) **PORAC:** Garcia

- 40 i) Meeting Update

41 (1) Garcia advised that PORAC has created an Association letter regarding H.R.2337, which
42 is the Public Servants Protection and Fairness Act of 2021. They are asking for all
43 Associations to fill it out and send it in.

44 (2) Governor Newsom signed an executive order that increased the statute of limitations on
45 lawsuits related to COVID.

46 (3) PORAC advised that in the case of uses of force, they are seeing an uptick of strikes to
47 the head being an issue. Garcia stated they are starting to see it coming out in internal
48 affairs investigations and to ensure deputies and officers are aware of their policies.

49 c) **POLITICAL ACTION:** Leonhardi

- 50 i) PAC Update

51 (1) PAC Consultant Wainio discussed AB 653: Medication-Assisted Treatment Grant
52 Program and the endorsement request received from State Assemblywoman Marie
53 Waldron who is sponsoring the bill. This bill would establish the Medication-Assisted
54 Treatment Grant Program, to be administered by the Board of State and Community
55 Corrections. The bill would require the board to award grants, on a competitive basis, to

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1 counties and would authorize counties that receive grants to use grant funds for various
2 purposes relating to the treatment of substance abuse disorders and the provision of
3 medication-assisted treatment. The bill essentially becomes the state of California's drug
4 treatment program, making it available at the county level with the possibility of the
5 County receiving money for administering this program.

6 (a) Board direction to endorse the bill.

7 (2) Wainio advised that Leonhardi will be meeting with legislators and with other associations
8 to discuss Senate Bill 2. Wainio reviewed the current action plan and breakdown of their
9 efforts.

10
11 d) **NEGOTIATIONS:** Castillo

12 i) No report.

13 e) **MEMBER EVENTS:** Rinder/Lewis

14 i) No report.

15 f) **MEMBERSHIP:** Garcia

16 i) No report.

17 g) **DONATIONS:** Sanders

18 i) LECC Donation

19 (1) LECC has requested \$500 donation

20 (a) Requesting \$500 to cover food and drinks for training throughout the year.

21
22 MOTION/Sanders, SECOND/Garcia to approve \$500 for LECC. Motion unanimously
23 carries.

24
25 ii) DIU Donation Request

26 (1) DIU has resubmitted their request of three DSA Store gift cards totaling \$150.

27 (a) The board discussed the language and the request for the three store gift cards.

28 (b) Director Lewis asked about an email received from CAO Rachel Parrott advising
29 Director Morabe came in to get the three gift cards using director funds after the
30 board had already voted no and requested a resubmission from DIU. Lewis stated
31 this is where the board is divided, as a decision was made, but then they are
32 informed that decision was circumvented.

33 (c) CAO Parrott stated that Morabe did not come and speak with her, Leonhardi, or
34 Castillo about purchasing the gift cards with director funds. Instead, she went to the
35 store and bookkeeper to have the gift cards made.

36 (d) Director Morabe stated discretionary funds are just that, and she advised of instances
37 where discretionary funds had been used by prior directors in similar instances.

38 (e) Director Garcia asked if in those prior meetings, whether directors discussed using
39 discretionary funds after the board voted no. Morabe stated no.

40 (f) Leonhardi advised it was important to remain factual and clarified an example that
41 was stated. Leonhardi then advised there is a difference when the board votes no on
42 something and a director asks to use their discretionary funds during the meeting to
43 the board versus doing so after the fact without advising the board.

44 (g) Leonhardi advised that reports were pulled for the last four years of directors' funds
45 and there have been no instances of this happening as Director Morabe claims.

46 (h) CAO Parrott advised that the board does not have unlimited discretion on
47 discretionary funds and there is past practice and unwritten guidelines.

48 (i) Morabe stated she did not know it had to be said during a meeting.

49 (j) Leonhardi advised that in 2020 the board put practices in place so that if any director
50 is to ask staff to do something, they need to copy Parrott and himself, which was
51 violated by Morabe in this instance. He then stated that these practices are put in
52 place to prevent issues like this from occurring.

53 (k) Morabe stated she was not trying to circumvent the board, and it was her
54 understanding that how she did it was how it was done. But now knowing that's not

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1 how it's done, she would advise the board of what she is spending her funds on in
2 the future.

- 3 (l) Leonhardi stated the problem is that when someone holds Morabe accountable for
4 her actions, Morabe makes accusations, and in this case accused CAO Parrott of
5 being unprofessional in a text message to him. Morabe advised she did not say that.
6 Leonhardi stated he would read the text to the board. Leonhardi stated that Morabe
7 made accusations against a staff member, but when confronted about it, she claims it
8 was not said.
- 9 (m) Morabe stated she does believe what CAO Parrott did was inappropriate and that is
10 what she said.
- 11 (n) CAO Parrott stated that in the past she has reached out to Morabe individually, only
12 to have Morabe respond that Parrott was inappropriate and does not have the
13 authority to tell Morabe no, while also including all directors of the board. Parrott
14 stated, because of that, she has decided to include the board in all email
15 communication with Morabe. Parrott then stated that, regarding the gift cards, she
16 found out about them while Morabe was still in the store, but because there were
17 members in the store, she didn't want to create an issue with members present.
- 18 (o) Leonhardi advised that in the downstairs meeting, he wanted a motion or board
19 direction that Director Morabe is not allowed to directly communicate with DSA staff
20 members, except in writing, and to include himself and Parrott. Leonhardi then
21 advised the board of an issue with Receptionist Waller informing Parrott she was told
22 by Morabe she no longer has to cook the meals at member meetings, and that it is no
23 longer part of her job description.
- 24 (p) Morabe advised she did not say that.
- 25 (q) Vice President Castillo then stated he was told the same thing by Waller.
- 26 (r) Morabe again stated that is not what she said.
- 27 (s) Leonhardi stated that is what Waller stated she was told by Morabe, which is another
28 example of Morabe circumventing the board.
- 29 (t) Morabe stated that Waller does not want to cook.
- 30 (u) Leonhardi advised that isn't Morabe's job because she does not manage staff.
- 31 (v) Morabe stated this was talked about in a meeting last year, because she believes it's
32 inappropriate and archaic to have staff cooking and she has heard members make
33 negative comments about Waller's cooking, including Leonhardi. She felt as a
34 corporation, we shouldn't put any of our employees in that situation and we should
35 just buy food for member meetings.
- 36 (w) Leonhardi stated that, yes, she did state that and they had the conversation amongst
37 the board and the decision was made by the board that Parrott would talk to Waller
38 about how she felt cooking and she would manage it. Then Leonhardi asked Morabe
39 what happened recently.
- 40 (x) Morabe stated she told Waller she hoped that she won't have to cook.
- 41 (y) Leonhardi advised he would like to call Receptionist Waller up to the meeting,
42 because someone is not being truthful.
- 43 (z) Morabe stated that this is unprofessional.
- 44 (aa) Parrott stated that she agreed, but when she has her staff coming to her saying they
45 were told to do or not do something, it's an issue that needs to be addressed.
- 46 (bb) Director Lewis said it is on Morabe that these issues keep coming up. Lewis then
47 stated there is nothing more binding than a board decision, and Morabe is continuing
48 to do things that circumvent the board by going behind the directors' backs, which
49 ultimately makes Morabe look like the good guy and the rest of the board as the bad
50 guys. Lewis continued that when the issue is then brought up, Morabe acts like it is
51 not a big deal, but it is a big deal because it keeps happening and needs to stop.
- 52 (cc) Leonhardi advised that as a board they cannot afford to play games and deal with he
53 said, she said scenarios. He then asked Waller if Morabe has told her she did not
54 have to cook meals any longer.
- 55 (dd) Waller stated that, yes, it was mentioned that she did not have to cook anymore.

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- 1 (ee) Morabe stated that Leonhardi is trying to create a rift between herself and Waller.
2 (ff) Lewis stated that she does not understand why Morabe cannot just admit that she
3 made a mistake.
4 (gg) Morabe replied that she said next time she'd do it differently, but she doesn't believe
5 she made a mistake.
6 (hh) Leonhardi stated that his issue right now is Morabe's interaction with all staff
7 members.
8 (ii) Morabe advised that it's not all staff members, as she works with Alex Heckman on
9 the Silver Star and has a personal relationship with Waller. Morabe stated that she
10 believes that calling Waller up in that manner was not a good idea and that Morabe
11 takes it personally that an employee has to hear such negative comments about her
12 own cooking. Morabe feels very strongly about and protective of that, and she hopes
13 we do not put her in that position again.
14 (jj) Parrott stated that it is not Morabe's role to tell Waller her job duties, and Waller has
15 not been placed in that position, as Parrott cooked the meal for the meeting that
16 evening.
17 (kk) Morabe stated that she can have private conversations with Waller.
18 (ll) Parrott stated that as a Director, it was not a private conversation when directing a
19 staff member with regard to their job duties.
20 (mm) Leonhardi stated if Waller was told it was not her job to cook and it wasn't in the
21 job description, how can she then say that it was a private conversation. Leonhardi
22 stated the issue he has is that it is Parrott's job to manage staff and that Morabe
23 telling a staff member they do not have to do something is Morabe trying to manage
24 an employee.
25 (nn) Morabe stated that was not the exact language she used.
26 (oo) Parrott stated that was Waller's takeaway from what she told her.
27 (pp) Morabe said that was not the exact language, but she hopes we don't put Waller in
28 that position again.
29 (qq) Parrott stated that the problem is the continued position Morabe places DSA staff in.
30 Parrott advised Director Sanders that Parrott has never given a director a gift card for
31 a station BBQ; she even pulled all the reports for the last four years and confirmed
32 it's never been done. Parrott stated she was informed by Leonhardi that Sanders was
33 told by Morabe that Parrott had done this on numerous occasions.
34 (rr) Morabe advised she told Sanders that we have given gift cards, but not specifically
35 for BBQs.
36 (ss) Director Sanders stated it was his understanding that we had given director gift cards
37 for a BBQ before.
38 (tt) Parrott stated not since she has been employed with the DSA.
39 (uu) Parrott stated she has heard from other members things that are said about her by
40 Morabe, as well as what Directors Shawcroft and Sanders have relayed to other
41 directors that Morabe has said about her. She stated she is just trying to do her job
42 and protect the association because processes matter and there have been things
43 that happened on prior boards that should not have happened. Parrott then stated
44 that, since Morabe has been on the board, anytime Parrott tries to uphold a process it
45 has been problematic which has been exhausting.
46 (vv) Morabe then stated it is difficult for her to continue as well, but she does.
47 (ww) Parrott stated Morabe is the one who makes it difficult and that Morabe's
48 continued retaliation is inappropriate. Parrott stated that Morabe has told members
49 that Parrott should not work at the DSA because of her family members; Morabe has
50 told members that Parrott is controlled by the Department. Parrott expressed her
51 frustration about being spoken poorly of and stated that Morabe does not have to
52 communicate with her directly, but she would like to stop being talked about and
53 would like the ability to do her job without being called "unprofessional" without
54 cause.

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1 (xx) Leonhardi stated that the job of directors is to vote on the overarching ideas and
2 direction of the association. It is not their job to micromanage every process; the staff
3 manages that. It is the staff's job to oversee the vision. Leonhardi stated that the staff
4 is integral and will continue being here, while directors come and go, and that is the
5 great part of having competent staff, as directors can leave confident that the DSA
6 will continue to run smoothly. The staff is the consistency here and if the directors
7 make it miserable for them and run them out of here, the DSA will have major
8 problems and so we need to be cognizant of that.

9 (yy) Steiner advised that there is a standing rule that all directors are to copy Parrott and
10 Leonhardi on their contact with staff and everyone needs to remember that that is the
11 rule and must be followed.

12
13 MOTION/Sanders, SECOND/Morabe to approve up to three gift cards to the DSA Store totaling
14 \$150 for DIU. Motion unanimously carries.

- 15
16 h) **BYLAWS/STANDING RULES:** Morabe
17 i) No report.
18 i) **MEET & DISCUSS/CONFER:** Castillo
19 i) No report.
20 j) **SCHOLARSHIPS:** Lewis
21 i) No report.
22 k) **PEACE OFFICER MEMORIAL:** Benjamin/Morabe
23 i) No report.
24 l) **LEGAL DEFENSE:** Castillo
25 i) No report.
26 m) **SICKNESS AND DISTRESS:** Rinder
27 i) No report.

28
29 **7) UNFINISHED BUSINESS**

- 30 a) No report.

31
32 **8) NEW BUSINESS**

- 33 a) Andy Valenta Memorial Request
34 i) A request was received from a member regarding a firefighter who worked closely with the
35 Vista station that passed away. The Vista station asked if the DSA would be willing to send
36 the family over flowers to the memorial service. The board agreed to send.

37
38 **9) GOOD OF THE ASSOCIATION**

- 39 a) Director Morabe advised she received a request from a member regarding their team competing
40 in the men's basketball team for the Police and Fire Games. She told the board she will be using
41 her \$500 director funds to go towards uniforms for the team.

42
43 **10) ADJOURNED 6:12 P.M.**