

**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 July 22, 2021 at 1:08  
2 p.m.

3  
4 **ROLL CALL OF DIRECTORS:**

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

6 **Absent:**

7  
8 **MEMBERS IN ATTENDANCE:**

9 Marshall Abbott

10 Mike Alcarion

11 Luke Berhalter

12 Oscar Butler

13 Guadalupe Catano

14 Marlon McCurdy

15 Alan Paez

16 Kyle Stark

17 Crystal Ventura

18  
19 **1) CONSENT CALENDAR:**

20 a) Minutes from July 8, 2021

21 b) Retirements

22 i) Eric Christiansen – 26 years of membership - \$6,300

23 ii) Colin Ingraham – 23 years of membership - \$5,400

24 iii) Mark Moreno – 29 years of membership, 24 as a class 1 - \$6,200

25 iv) Mark Paquette – 20 years of membership - \$4,500

26 v) Jason Vickery – 27 years of membership, 25 as class 1 - \$6,200

27 c) Affiliate Membership

28 i) Rick Davis

29  
30 MOTION/Castillo, SECOND/Rinder to approve the consent calendar. Motion unanimously carries.

31  
32 **2) PRESIDENT'S REPORT:** Leonhardi

33 a) SDSO/DSA Meeting

34 i) President Leonhardi reminded the board of the quarterly luncheon with Sheriff and Command  
35 staff scheduled for August 10. Leonhardi asked the board of any specific issues they would  
36 like to address during the quarterly luncheon.

37 (1) Director Morabe mentioned external vests, as well as the tattoo and facial hair policy.

38 (2) Director Shawcroft mentioned a status update as to where the Department is with patch  
39 and uniform staff studies that were submitted.

40 (3) Director Benjamin brought up CAP scores and finding ways for deputies to increase their  
41 scores without having to move stations.

42 b) Member Fundraiser Request

43 i) Addressed in Foundation meeting.

44 c) Salary Schedule Meeting

45 i) The DSA and County will meet on Friday, July 30 via Microsoft Teams. Leonhardi asked the  
46 board and Attorney Fern Steiner to attend. Leonhardi stated he does not anticipate a  
47 resolution will be reached that day but hopes to get a better overall understanding of the  
48 issue.

49 d) DSB BWC Update

50 i) The Department invited the DSA to be a part of the process regarding body worn cameras for  
51 detentions deputies. Vice President Castillo will attend an upcoming meeting to participate in  
52 the discussion.

53 e) Museum Update

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- 1 i) Leonhardi advised museum ballots were mailed to the membership. Leonhardi then spoke  
2 about misinformation circulating among members and advised some members had reached  
3 out asking about changing their vote.
- 4 ii) Leonhardi advised of an email he sent to Director Morabe and the board regarding a  
5 Facebook post Morabe made stating the museum stands to lose \$2-3 million. Leonhardi  
6 stated that the figures she shared were never discussed by the board and asked her to  
7 explain her comments.
- 8 iii) Morabe stated she believes the DSA is significantly underestimating the operating costs, as  
9 they do not include the loan payment and property taxes. Morabe then advised she's unclear  
10 if the intent of the board is to run the museum as a 501c3 or for-profit. She stated she also  
11 had a concern regarding staffing, overtime, medical, dental, life insurance, and vacation and  
12 sick time. Morabe then stated there were things not factored into the museum budget, such  
13 as telecommunications. She also stated that the DSA estimates an intake of \$10,000 per  
14 year in member events, but there is no offsetting cost. She advised there are other factors not  
15 taken into consideration, such as the cost of hiring a locksmith to change the building locks or  
16 an alarm system setup. She stated the 150-page inspection listed many problems, including  
17 electrical and plumbing, ADA, termites, mold issues, and previous water damage. She stated  
18 after looking further into the contractors, she found out one contractor was Jack Reed, and  
19 though he didn't identify himself as such, he is a HDSA board member. She went on to say  
20 the other contractor didn't disclose that he is the brother of the HDSA president. Morabe  
21 stated she thinks it puts the DSA in a precarious situation as a board that an independent,  
22 outside, unrelated contractor wasn't hired for an estimate. Morabe stated an estimation of  
23 \$10,000 with all the capital improvements and major projects didn't sound accurate.
- 24 iv) Leonhardi stated that while they are members of the HDSA, they are professional  
25 contractors, and if they provided a bad estimate, they would be putting their contracting  
26 licenses on the line. He then clarified the estimates weren't provided because the DSA would  
27 be hiring them for the job, but rather to provide context and estimates for the repairs needed.
- 28 v) Leonhardi pointed out that some of the issues do not need to be addressed right away.  
29 Leonhardi went on to say the reason for the inspection was to show that we do not need to  
30 do \$200,000 worth of repairs. Leonhardi stated that they did disclose their relationship with  
31 the HDSA.
- 32 vi) Morabe responded they may have disclosed that to Leonhardi, but not to her.
- 33 vii) Leonhardi advised that was because she was not the point of contact for the project.  
34 Leonhardi went on to say that these estimates and information were provided to show the  
35 members, that if the DSA purchases the museum, there's not hundreds of thousands of  
36 dollars' worth of work needing to be done. Leonhardi stated that the DSA has voted by  
37 majority to put out this information and ask members to support it and Morabe went and put  
38 out on a public forum her own numbers. He then stated that members don't see the DSA  
39 purchasing as a loss and in fact Morabe did that, by saying that we're at a loss of \$2-3  
40 million. He asked for her to explain how she came to that amount.
- 41 viii) Morabe responded that compound interest is not included, and she has her own spreadsheet  
42 of the budget and estimates she believes to be off.
- 43 ix) Leonhardi stated that the board's frustration is that the budget was in fact discussed, and  
44 Morabe had many opportunities to raise issues and questions but never did.
- 45 x) Morabe stated she is a dissent vote and has that right to provide a dissenting opinion.
- 46 xi) Leonhardi advised that Morabe does not have the right to spread misinformation or any  
47 information that hasn't been verified or agreed to by the board. The information the DSA  
48 disseminated was vetted by all directors, including Morabe, and all had ample opportunity to  
49 weigh in.
- 50 xii) Attorney Jon Cadieux agreed that Morabe has a first amendment right to post her opinion on  
51 these matters, and some of the points she raises are valid for consideration. He explained  
52 that Leonhardi was saying the issue was not a question or whether Morabe could do it, but  
53 whether she should do it.
- 54 xiii) Morabe stated the board agreed unanimously that this needed to go out to the members. In  
55 fact, she was very vocal about this in the past year. She stated there had been two instances

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- 1 when Leonhardi tried to press it to go to vote for purchase by directors, and she didn't want  
2 that to happen.
- 3 xiv) Attorney Cadieux stated rehashing the past does not help.
- 4 xv) CAO Parrott stated that she wanted to address the budget, as she was the one who put it  
5 together and presented it to the board in February 2021. She stated that Morabe had five  
6 months ask questions. Parrott then stated that worker's comp and other staffing estimates  
7 were included in the budget. As for the income for special events, the intent is to fundraise  
8 and receive donations, so there would ideally not be overheard. Parrott went on to describe a  
9 breakdown of employee vacation and salaries.
- 10 xvi) Morabe stated she did not share any of these numbers or the spreadsheet to anyone.
- 11 xvii) Leonhardi stated Morabe said she used that spreadsheet to tell people where we're spending  
12 \$2-3 million.
- 13 xviii) Morabe stated she's a dissent vote and will not change her mind.
- 14 xix) Leonhardi stated he hears her, but she doesn't get to make up her own facts.
- 15 xx) CAO Parrott stated that Morabe is misrepresenting the budget and is inaccurate in her  
16 estimates.
- 17 xxi) Morabe asked if the museum will run as a for-profit or a 501c3.
- 18 xxii) Parrott stated it's always been talked about as a 501c3.
- 19 xxiii) Morabe advised that this is just becoming an argument. She is a dissent vote and has a  
20 right to review things and she will not argue anymore.
- 21 xxiv) Director Benjamin stated she heard Leonhardi ask where Morabe got the \$2-3 million  
22 figure and she never heard an actual answer from Morabe. Benjamin stated directors had  
23 months to review materials, yet Morabe failed to bring this to their attention. Benjamin stated  
24 that it is problematic, that after it has gone out to the membership, Morabe is then bypassing  
25 the board and going off on her own to make the board look like they are irresponsible for not  
26 having all the information and she personally takes offense to it. She also addressed when  
27 Morabe stated that Leonhardi pushed it to a vote two times. She stated there were times the  
28 board said they should take a vote on pursuing the project and she does recall Leonhardi  
29 asking that, but he did not push it to vote.
- 30 xxv) Morabe stated it was a violation of the bylaws, and the problem was that as a board they  
31 decided they could buy this themselves.
- 32 xxvi) CAO Parrott clarified it was not a violation of the bylaws, but rather a recommendation  
33 from our attorneys to send the proposal to the members.
- 34 xxvii) Leonhardi clarified that he never asked the board to take a vote on it because they never  
35 negotiated a price. The first time it came up for a vote was immediately after he negotiated  
36 the price. He then stated it is dishonest for Morabe to say he did that.
- 37 xxviii) Morabe stated she would not get into an argument and that is what Leonhardi is trying to  
38 do.
- 39 xxix) Benjamin stated she was present during that and it did not happen.
- 40 xxx) Leonhardi advised the issue is Morabe can't answer as to why she did it.
- 41 xxxi) Director Shawcroft said that when it happened, they didn't have a price, it was more let's  
42 vote to push for it.
- 43 xxxii) Leonhardi advised it was a vote to explore this option, but they never voted to purchase  
44 the museum, an important distinction.
- 45 xxxiii) Director Garcia stated it is also important to clarify the issues that came up in the  
46 inspection are not always issues, but rather obligatory disclosures that inspection companies  
47 must make. They point out issues that must by law be disclosed. Garcia then pointed out that  
48 they have not gone into escrow with this property, and that is when things must be done for  
49 the banks, loans, etc.
- 50 xxxiv) Director Shawcroft stated that sometimes you can buy a property as is, so long as an  
51 agreement is in place. Shawcroft then stated that in going over the paperwork, the \$10,200  
52 quoted work had already been done.
- 53 xxxv) Leonhardi stated that not all of it had been completed, but that some of the items, such  
54 as termite repairs, had been done.

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- 1 xxxvi) Member Allen Paez inquired as to how long the museum had been closed and whether  
2 the DSA could obtain its own inspection and estimates.
- 3 xxxvii) Leonhardi responded that the DSA did obtain an independent inspection, but because  
4 the building does not belong to the DSA, we did not have unlimited access to it in order to  
5 obtain quotes and estimates. The HDSA took it upon themselves to provide the quotes, then  
6 they came back to the DSA and pledged in good faith to fix many of the issues.
- 7 xxxviii) Member Paez stated that this is member money, not the board's, and that he has an  
8 issue when he hears it was brought up to vote on it without making notice to membership.
- 9 xxxix) Leonhardi advised he's sorry the membership heard that, because it is false. The  
10 frustration is the misinformation being spread that is potentially prejudicial to the process.
- 11 xl) Director Benjamin stated she hears everything the members have said, which is why she is  
12 frustrated with the information that Morabe has put out. Benjamin stated that directors are not  
13 to represent themselves, but rather to represent the membership, and she is on the DSA  
14 board for that reason, to look out for the entire membership, not just those who are on the  
15 Department now, but for all future generations. Benjamin clarified again that the board never  
16 tried to vote to purchase the museum on its own.
- 17 xli) Director Lewis stated it is disheartening that people have been reading the minutes, and the  
18 project has been in process for months. The opportunity to voice concerns has been provided  
19 at every meeting, and Morabe brought up nothing. Lewis stated that after meetings close,  
20 Morabe then proceeds to bring things up to the membership, both valid concerns and  
21 misinformation. Lewis advised that when the board then addresses those concerns, Morabe  
22 refuses to participate in the conversation. Lewis stated the board is embarrassing themselves  
23 because they are not working together, especially considering there are more important  
24 issues they should be discussing.
- 25 xlii) Morabe stated she would like to clarify a few things. She stated that when the project started,  
26 the board only received a two-page inspection from the HDSA.
- 27 xliii) CAO Parrott advised that was the cover letter and a full inspection was provided.
- 28 xliv) Morabe went on to say she had concerns regarding the original inspection, as well as what  
29 inventory was included with the purchase. In the original inventory, the HDSA stated they had  
30 39 weapons, toys, and signs in their inventory, then a member reached out and told Morabe  
31 to look at the firearm inventory because it didn't belong to the HDSA. Then Morabe confirmed  
32 there were 138 firearms in the inventory that belonged to the Department. That made her  
33 question the conversations being had with the HDSA. She stated she's always been an  
34 advocate about this going to the membership and does not want to get into an argument. She  
35 ran numbers and that's her opinion. She stated that we shouldn't be using \$1.7 million of  
36 union money, and say, "if it doesn't work, we'll sell it."
- 37 xlv) CAO Parrott responded that Morabe should have come to her or the board with her concerns  
38 about the budget instead of challenging the integrity of the budget and DSA to the members,  
39 after the ballot had already gone out. Parrott stated that this is a very serious endeavor, and  
40 they don't want it to fail. She then stated that they are not gambling with member money, and  
41 that insinuation is harmful to the membership. Parrott stated she created the budget and  
42 conducted the estimates, and if anyone feels that she is giving inaccurate numbers for the  
43 budget or that she is being misleading, that is a significant issue, as the board should be able  
44 to trust the information that the staff is giving them. Parrott then stated that the budget was  
45 created based off market averages, past HDSA costs, DSA budgets, and business  
46 experience, but the professional thing to do would be to address concerns with the board and  
47 not by going on a closed Facebook group spreading misinformation.
- 48 xlvi) Morabe stated she would have liked to have been involved in the budget process.
- 49 xlvii) Parrott responded that Morabe was involved, as it was presented to the whole board and  
50 feedback was requested on multiple occasions.
- 51 xlviii) Member Luke Berhalter stated that the dynamic of the board was very divisive. He went  
52 on to say it is concerning to hear one of the directors has generated a social media account  
53 to share DSA-related matters outside of the DSA forms of communication and meetings that  
54 are already in place. Berhalter continued, saying the board will be ineffective at completing  
55 their duties and representing the members if this dynamic continues. No matter what's

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- 1 happened in the past, it seems this is affecting people's judgement and decision-making  
2 regarding carrying out their director duties, and that's concerning to members. Berhalter  
3 stated that director Morabe should consider stepping down.
- 4 xlix) Morabe stated she appreciated the feedback, and she does work on a lot of things. Morabe  
5 advised she came back from a two-day PORAC Legal Defense conference, is very heavily  
6 involved in Legal Defense and has been for 15 years and one of the most active employee  
7 reps, and she works on the *Silver Star* monthly. She hears what the member is saying and is  
8 certainly trying but without a lot of support it has been difficult.
- 9 l) Member Berhalter stated that, as members, they appreciate that effort, but it's separate from  
10 the divisive dynamic that is currently happening.
- 11 li) Morabe said if he looks at her voting record, she votes with the board most of the time.
- 12 lii) Berhalter asked Morabe what the point of the Facebook group she created is.
- 13 liii) Morabe responded saying it was a way for her to communicate with members. She then  
14 stated any member can join.
- 15 liv) Vice President Castillo stated he had tried joining four times and has been denied. Castillo  
16 then stated the DSA already has a Facebook page that members have access to. He then  
17 asked Morabe how she is verifying members to ensure they are actual DSA members.
- 18 lv) Morabe advised she doesn't have to accept him because it's not a DSA group.
- 19 lvi) Castillo then stated the name of the group had the DSA in it.
- 20 lvii) Member Berhalter responded to Morabe stating she is contradicting herself by saying that it is  
21 open to any DSA member, but then not accepting Director Castillo.
- 22 lviii) Member Catano asked if she has people joining anonymously and how does she know if  
23 those people are deputy sheriffs.
- 24 lix) Morabe stated it is her private Facebook group and she is posting positive updates.
- 25 lx) Leonhardi stated that Morabe went on her Facebook group and slandered his name.
- 26 lxi) Member Catano stated that, as a member of the DSA, she doesn't appreciate Morabe having  
27 the DSA's name on a group that is not verifying members, as confidential information could  
28 be shared.
- 29 lxii) Member Marshall Abbott stated he has attended meetings consistently and stated he was  
30 embarrassed by a recent meeting discussion, yet the minutes are distributed publicly.
- 31 lxiii) Leonhardi advised that he shares the same frustrations. He advised that, overall, the board  
32 is in a good place, except for when it comes to Morabe. He stated the board continues time  
33 and again to have to address Morabe's conduct, yet it continues.
- 34 lxiv) Member Abbott stated there needs to be a professional discussion from the board.
- 35 lxv) Leonhardi stated that the board has tried, but it is hard when most of the board has made  
36 clear to Morabe the behavior is unacceptable, yet Morabe takes no responsibility and the  
37 behavior continues.
- 38 f) Director Recall Petition  
39 (1) The board advised that a recall petition was received for Director Dawn Morabe.
- 40
- 41 3) **VICE PRESIDENT'S REPORT:** Castillo  
42 a) No report.
- 43
- 44 4) **SECRETARY/TREASURER REPORT:** Benjamin  
45 a) UBS Investment Update  
46 i) The DSA is currently at \$10,722,165.63 year to date and is up 9.75% year to date.
- 47
- 48 5) **COMMITTEE REPORT**  
49 a) **FINANCE/BUDGET:** Benjamin  
50 i) No report.
- 51 b) **PORAC:** Garcia  
52 i) No report.
- 53 c) **POLITICAL ACTION:** Leonhardi  
54 i) Legislative Update  
55 (1) Wainio stated that they are working on getting updates on SB 16 and SB 2.

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(a) Morabe advised there was a presentation about SB 2 at the legal defense conference and attorney Rick Pinckard did a presentation that talked about qualified immunity. She advised she would try and get the presentation and send it to the board.

d) **NEGOTIATIONS:** Castillo

i) No report.

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

i) Wave Waterpark Recap

(1) The DSA held the Wave Waterpark event July 16 and it was well-attended and received. The DSA looks forward to hosting again in the coming years.

ii) DSA Dinner Dance

(1) The DSA Dinner Dance will be Saturday, August 14 at the Torrey Pines Hilton. The cost is \$60 per couple. Tickets are available at [www.dsasd.org/dance](http://www.dsasd.org/dance).

iii) Memorial Golf Tournament

(1) The Deputy Sheriffs' Memorial Golf Tournament will be held at Bernardo Heights Country Club on Monday, September 20. Golfer registration is now full.

iv) BBQ Competition

(1) Leonhardi advised of an upcoming DSA BBQ Competition in late September to unveil the DSA's new BBQ trailer. More details will be available on the DSA website next month.

f) **MEMBERSHIP:** Garcia

i) Back Dues Waiver

(1) The board discussed an amnesty period for the month of August. The amnesty period will allow nonmembers to join without paying back dues.

MOTION/Garcia, SECOND/Rinder to hold an amnesty period to nonmembers for the month of August. Motion unanimously carries.

g) **DONATIONS:** Sanders

i) Fresno DSA Golf Tournament

(1) No action taken.

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

i) No report.

i) **MEET & DISCUSS/CONFER:** Castillo

i) No report.

j) **INSURANCE:** Sanders

i) No report.

k) **SCHOLARSHIPS:** Lewis

i) No report.

l) **PEACE OFFICER MEMORIAL:** Benjamin/Morabe

i) No report.

m) **LEGAL DEFENSE:** Castillo

i) No report.

n) **SICKNESS AND DISTRESS:** Rinder

i) No report.

6) **UNFINISHED BUSINESS**

a) No report.

7) **NEW BUSINESS**

a) No report.

8) **GOOD OF THE ASSOCIATION**

a) Director Meetings

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- 1 i) Morabe advised the standing rules state the member meetings on the second Thursday of  
2 the month will be available via Zoom, but she proposed including the fourth Thursday of the  
3 month as well.
- 4 ii) Director Benjamin expressed concern over the idea, reminding all of a recent meeting  
5 featuring a presenter with colorful language. Benjamin stated she does not think the DSA  
6 should be recording and uploading meetings to the website at all.
- 7 b) Hazard Pay
- 8 i) Director Lewis asked for clarification on the payment date of Hazard Pay and expressed the  
9 concerns of some members that Hazard Pay and Sick Leave Buy Back were on the same  
10 check. Leonhardi stated he would reach out to the Department to see if Sick Leave Buy Back  
11 could be moved to a different check.
- 12 c) Ballot Changes
- 13 i) Director Sanders asked about the earlier question of whether members have a right to  
14 change their vote.
- 15 ii) Attorney Cadieux stated that, while he needed to confirm, he believes there is law about each  
16 ballot cast having to be counted. He advised the DSA restart the entire ballot process if they  
17 wish to allow people to change their votes.
- 18 d) Director Sanders inquired as to whether DSA director emails w confidential. Attorney Cadieux  
19 asked what the concern was. Sanders asked if emails sent between directors could be shared  
20 with the membership. Attorney Cadieux stated that technically members own the association,  
21 thereby owning the email addresses, so he doesn't see it as an issue. An issue might arise if  
22 emails are shared outside of the DSA. Leonhardi asked if the board felt strongly about it, could  
23 the board create a standing rule about emails being confidential. Cadieux responded in  
24 agreement, so long as the board does not feel there is an issue of the membership potentially  
25 being cut out of oversight rights.
- 26
- 27 9) **ADJOURNED 2:50 P.M.**