

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 August 26, 2021 at
2 1:08 p.m.

3
4 **ROLL CALL OF DIRECTORS:**

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

6 **Absent:** Garcia

7
8 **MEMBERS IN ATTENDANCE:**

9 Brett Fuller

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11 Upon motion by Lewis, Second by Sanders, and passed by unanimous vote, the August 26, 2021
12 meeting of the Board of Directors entered into closed session at 2:24 p.m. for confidential
13 communications to include Rachel Parrott and Monique Wengeler.

14
15 1) **DISCUSSION:**

- 16 a. Legal Defense coverage discussion.

17
18 Motion/Lewis, SECOND/Benjamin to come out of closed session at 2:41 p.m.

19
20 1) **CONSENT CALENDAR:**

21 a) Minutes from August 12, 2021

22 b) Retirements

23 i) Michael Benavides – 23 years of class 1 membership - \$5,400

24 ii) Andrea Ladd – 20 years of class 1 membership (23 years combined) - \$4,800

25 iii) David Brannan – 27 years of class 1 membership - \$6,600

26 c) Director Expenses

27
28 MOTION/Castillo, SECOND/Lewis to approve the consent calendar. Motion unanimously carries.

29
30 2) **PRESIDENT'S REPORT:** Leonhardi

31 a) COVID updates

32 i) President Leonhardi advised that there are no new changes since the last meeting but stated
33 there is a lot of concern regarding mandatory vaccines. Leonhardi advised it appears that the
34 County and Department do not want to make vaccines mandatory. However, they do need to
35 comply with State Department of Health orders.

36 ii) Director Lewis asked Director Shawcroft if they have started doing testing at their facilities
37 and asked if it's true that the deputies are administrating their own tests.

38 iii) Director Shawcroft stated they do their own tests and have observers present.

39 iv) The board discussed potential issues that may arise with the current process.

40 v) Leonhardi stated members are asking what the DSA can do and stated that most of these
41 policies are out of the DSA's control. He asked the board how they wanted to navigate the
42 situation moving forward.

43 vi) Director Morabe stated it puts Undersheriff Martinez in a hard place because of what Sheriff
44 Bianco from Riverside County released regarding refusal to comply with testing and vaccine
45 mandates.

46 vii) Lewis asked if there would be questions about the orders for COVID at the Sheriff's forum.
47 Leonhardi advised they did put a COVID question in there for the candidates to answer.

48 viii) Leonhardi advised of an email that went out to the County from Attorney Steiner regarding a
49 new order stating those in the medical facilities will require a mandatory vaccine without
50 testing. Leonhardi advised that when he spoke with some individuals at the Department,
51 there was some confusion of the interpretation. It was advised that the content of the email
52 was someone's opinion, and the County made clear that's not how they are interpreting it
53 currently, but that's always subject to change.

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- 1 ix) The board spoke about the potential risk of deputies leaving the Department and how that
2 can greatly impact the current staffing issues already happening in the jails.
3 x) The board discussed a potential poll to gauge deputies' feelings regarding mandatory
4 vaccines. Leonhardi stated his concern would be the potential perception that the DSA is
5 trying to collect data for the Department.
6 xi) Leonhardi asked Attorney Steiner what the consequences are of not following public health
7 orders. Steiner stated the public health orders are the same as an executive order and are
8 supposed to be followed. If the County doesn't follow them, the State could sue the County.
9 xii) Morabe asked Steiner if there's a way to support members who don't want to get vaccinated.
10 xiii) Steiner advised those would be private lawsuits and advised it's a very risky path for the
11 association to take on covering private lawsuits.
12 xiv) Morabe stated she was thinking of providing education regarding the order and
13 understanding the exemptions that their entitled to.
14 xv) Leonhardi stated that the DSA did put a page for COVID on the website that has court cases,
15 public health order information, and more as a start to that education.
16 xvi) Steiner advised the board that they will need to do a Meet and Confer regarding these
17 issues.
18 xvii) Leonhardi acknowledged the death of a deputy Matthew Gibbs due to COVID.
19 b) Duty to Intervene policy
20 i) Leonhardi advised the Department sent the Duty to Intervene policy language. The DSA sent
21 back concerns, advising the policy was too broad as written and would like them to be more
22 specific.
23 ii) The Department is currently working on changes.
24
25 3) **VICE PRESIDENT'S REPORT:** Castillo
26 a) DSB BWC Policy
27 i) Vice President Castillo advised of a meeting last week with the Department. Castillo stated
28 there was a policy that was drafted making its way through Command. DSA was advised it
29 was the first draft and an opportunity for a Meet and Discuss would be coming soon.
30 4) **SECRETARY/TREASURER REPORT:** Benjamin
31 a) UBS Investment Update
32 i) The current investments for 2021 are up 11.31% with total portfolio investments at
33 \$10,867,589.08.
34
35 5) **COMMITTEE REPORT**
36 a) **FINANCE/BUDGET:** Benjamin
37 i) No report.
38 b) **PORAC:** Garcia
39 i) No report.
40 c) **POLITICAL ACTION:** Leonhardi
41 i) Sheriff Forum
42 (1) The DSA will hold the Sheriff Forum with candidates Dave Myers and Undersheriff Kelly
43 Martinez. Leonhardi shared what questions would be asked of each candidate.
44 d) **NEGOTIATIONS:** Castillo
45 i) No report.
46 e) **MEMBER EVENTS:** Rinder/Lewis
47 i) 2022 Padres Season Tickets
48 (1) Leonhardi proposed buying four additional season ticket seats for the Padres. Leonhardi
49 stated that, since the tickets sell out so quickly, more members would get the chance to
50 attend.
51
52 MOTION/Shawcroft, SECOND/Benjamin to approve up to \$10,300 to purchase four more season
53 ticket seats for the 2022 Padres Season. Motion unanimously carries.
54
55 ii) Memorial Golf Tournament

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- 1 (1) The Deputy Sheriffs' Memorial Golf Tournament will be held at Bernardo Heights Country
2 Club on Monday, September 20. Golfer registration is now full.
- 3 iii) **BBQ Competition**
- 4 (1) The DSA BBQ Competition will be held on Saturday, September 25 from 2:00 - 6:00 p.m.
- 5 (2) Leonhardi advised that the truck for the trailer was purchased within the budget allotted.
6 To sign up for the competition visit www.dsasd.org/bbq.
- 7 f) **MEMBERSHIP: Garcia**
- 8 i) No report.
- 9 g) **DONATIONS: Sanders**
- 10 i) LA Police Protective League Golf Tournament
- 11 (1) No action taken.
- 12 h) **BYLAWS/STANDING RULES: Morabe**
- 13 i) **Electronic Voting**
- 14 (1) Morabe and the board discussed the proposed Electronic Voting standing rule language.
15 Morabe will be providing the updated final language for the standing rule for board
16 approval.
- 17 (2) Member Brett Fuller asked if the DSA could provide a computer at the DSA so that
18 members could vote onsite, if for any reason members cannot get on to the voting
19 platform offsite.
- 20 (a) Leonhardi advised that, should any member run into issues, they can come to the
21 DSA and use a computer here to vote.
- 22 i) **MEET & DISCUSS/CONFER: Castillo**
- 23 i) No report.
- 24 j) **INSURANCE: Sanders**
- 25 i) No report.
- 26 k) **SCHOLARSHIPS: Lewis**
- 27 i) No report.
- 28 l) **PEACE OFFICER MEMORIAL: Benjamin/Morabe**
- 29 i) D.C. Memorial Dates 10/13-10/17
- 30 (1) New dates were posted for the D.C. Memorial Trip.
- 31 m) **LEGAL DEFENSE: Castillo**
- 32 i) No report.
- 33 n) **SICKNESS AND DISTRESS: Rinder**
- 34 i) No report.
- 35
- 36 6) **UNFINISHED BUSINESS**
- 37 a) Hazard Pay
- 38 i) Leonhardi spoke about Hazard Pay and members reaching out stating they were underpaid.
39 After looking at the paystubs, the DSA was able to confirm and show the members that they
40 were in fact paid correctly. If you are having issues with you Hazard Pay, please email
41 info@dsasd.org.
- 42
- 43 7) **NEW BUSINESS**
- 44 a) Morabe provided a document to Leonhardi for Attorney Steiner to review for indemnification.
- 45 b) Health Plan Task Force
- 46 i) Castillo advised he met with the Department to discuss county health insurance for 2022.
- 47 (1) San Diego County open enrollment will occur September 27-October 21, 2021 .
- 48 (2) There will be a 7% increase to flex credits.
- 49 (3) Increases to Scripps, Regional, Sharp, Kaiser, and UnitedHealthcare.
- 50 (4) There will be no increases to copays.
- 51
- 52 8) **GOOD OF THE ASSOCIATION**
- 53 a) **No report.**
- 54
- 55 9) **ADJOURNED 2:43 P.M.**