



Deputy Sheriff's Association of Bexar County



General Membership Meeting

Agenda Items

Tuesday January 27th, 2009

- I. Pledge of Allegiance
- II. Roll Call of the Board (Perry Hyden, David Kilcrease, Tammy Flores, and Jason Layman present)
- III. Reading of Approval of Minutes (*Jason Layman*)
- IV. Welfare of the Association: Secretary (*Jason Layman*) as of December 27th, 2008
 - a. 1077 members total
 - b. 8 members in attendance
- V. Report of Officers, Boards & Standing Committees
 - a. Treasurer (*Tammy Flores*) *Report is not voted on unless audited*
 - b. Benevolent (*Dawn Pena*) Not Present
 - i. No new business
 - c. Grievance (*Jeff Baumgaertner*) Present
 - i. Need of an informal grievance procedure
 - d. Legislative (*David Kilcrease*) Present
 - i. Kilcrease on legislative leave and taking the place of Richard Ramos (*retired*)
 - ii. Introduction of legislation
 1. Attempting to add two persons to the civil service board
 2. Jail Standards, law to create a 1:48 standard
 - iii. Opposing
 1. Tax Assessor / Collector to able to hire their own peace officers
 2. HB552 & HB502 written for the benefit of municipalities in regards
 3. HB??? will mandate that to work off duty traffic a person must have a government vehicle
 - e. Ethics (*Keith Klepac*) Not Present
 - f. PAC (*Tom Dorsa*) Present
 - g. Legislative Committee (Tom Dorsa)
 - i. No new business
 - h. Safety (*Diana Lorenz*) Not Present
 - i. No new business
 - i. Benefit Fund (*Executive Board*)
 - i. No new business
- VI. Legal Update (*David Van Os*)
 - a. IUPA lawsuit has been settled
 - i. Details are sealed
 - b. Pending duty differential lawsuit (*David Van Os*)
 - i. Depositions have been taken
 - c. Inmate populations (1:64)
 - i. The county cannot increase the population of the units without our approval
- VII. Collective Bargaining (*Al Damiani*)
 - a. John Burpo will be head negotiator
 - b. Will request to begin in March 2009
 - c. Management Rights, Article 9
 - i. Prevent county from giving away law enforcement duties

816 Camaron#214 San Antonio Texas 78212, Office: (210)-223-2213 Fax: (210) 225-7606

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- ii. Prevent privatization of jail
 - iii. Create an off duty coordinator
 - iv. BCSO to be the provider of LE for all properties
 - d. Article 5
 - i. Preventative for retaliation from admin
 - e. Article 7
 - i. Increase of association business leave
 - f. Article 9
 - i. Salary Survey has been completed
 - 1. Approx. 30% below avg.
 - 2. Salary tables being drawn up
 - 3. Shift Differential
 - 4. Education Pay
 - g. Article 10
 - i. Sick Leave pool
 - 1. Prevent abuses
 - h. Article 12 Insurance
 - i. Increasing benefits
 - i. Other Items of interest
 - i. Sick leave buy back
 - ii. Need to hear from the members
 - j. Pay Scales Study
 - i. I-35 corridor and top 10 sized counties used for pay survey
- VIII. Unfinished Business & General Orders
 - a. MOU 1:64
 - i. MOU details
 - b. County was allowed an extension of the 1:64 for the annex
 - i. Letter has been sent to the sheriff and county judge to have the inmates removed from the annex and the ratio would be 1:48
 - ii. We have an intent to start bargaining on March 1, 2009
 - iii. MOU may distract from collective bargaining
- IX. Special Orders No new business
- X. New Business
 - a. 5 Class actions grievances filed
 - i. Change of hours
 - ii. Per-diem taken away from extradition
 - iii. Hiring freeze
 - iv. Posting of open positions, transfer of officers without postings
 - v. Training academy is having a lunch break imposed on them
 - b. Sheriff Amadeo Ortiz Golf Tournament
 - i. Title spot was declined by DSABC and was
 - ii. We do not feel that the DSABC should give any endorsements to political candidate so that we may build our pack fund
 - c. Sheriffs representatives asked that we give a monthly amount of money to sheriff campaign
 - i. This motion was denied
 - d. Level of activity that the DSABC be involved in local races? (Jeff Baumgaertner)
 - i. No endorsements as of this time for any candidates



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- ii. PAC will continue to build funds and concentrate on legislative issues
 - e. 2009 Christmas Gala
 - i. Annual XMAS party needed
 - ii. Details being worked out
 - iii. Need volunteers
 - f. Non Members - *Fair Share Clause*
 - i. Being looked into
 - ii. May be lawful in the state of Texas
 - g. LEO PAC is being shut down
 - i. Balance of today is approx \$3,000
 - ii. Other monies have already been transferred to DSABC, \$23,000
 - h. Raffle
 - i. Water bottle
 - ii. Coffee Mug
 - iii. Starbucks gift certificate
 - iv. Valero gift certificate
 - v. Rampage Tickets
- XI. Adjournment - No motion is needed