

**San Luis Obispo Police Officers' Association  
General Membership Meeting Minutes  
Tuesday March 3, 2009 - 1700 hrs  
PD Training Room**

**BOD Members Present:** Blackstone, Riedel, Lichty, Cramer, Fellows, Alexander

**Labor Representative:** Strobridge

**Members:** B.Blackstone, Caudill, Chitty, Cudworth, S.Dunn, Edwards, Gallo, Jensen-Yates, Kemp, T.Koznek, Lehr, Limon, Martinez, McDow, F.Mickel, S.Mickel, Mills, Murphy, Phillips, Ross, Schafer, Sims, John Villanti, Waddell, Wooten

Meeting called to order at 1715 hrs

- I. Approval of December 2, 2008 meeting minutes – Blackstone
  - a. Motion to approve and second - Gallo/F.Mickel
  - b. All in favor

II. Committee Updates – Blackstone

- a. Equipment and other work related issues
  1. Transmitter policy – There has been reluctance by some to carry transmitters due to officer safety concerns. Our intent is to notify Parkinson that we are asking for a temporary suspension of policy until issues are resolved. The understanding is that they are working towards fixing the issue, but in the meantime many of us are out of policy and we want to prevent any action regarding that.
  2. MDC policy – Email has been sent to Parkinson for review of current MDC procedures. There is no cohesive policy in place. There are differences in how calls are dispatched and updated and policy still allows discrepancies.
  3. Property policy – Sent to membership by Parkinson via email. Our concern is for members' personal property that is necessary in course of work and optional to carry. We want department held responsible if damaged. It is still a work in progress at the draft stages. Everyone should review and raise concerns before it becomes policy.
    - a. Issues to look at again – Sunglasses, Watches, RX glasses
    - b. How about reimbursement up to certain dollar amount for miscellaneous items
- b. Grievance – New City policy regarding political activity. The grievance was filed by BOD in response to policy put forward by city attorney regarding engaging in political activity. It was triggered on 1/31 during city budget workshop. During course of that meeting arbitration came up as suggested goal by a citizen and

council member. Dustin responded to Matt's request to observe and was turned away by the Chief at the door. Our legal counsel advised we were within our rights to grieve the issue based on retaliation of union rights and privileges. We are asking the city to reverse their change in practice/policy as issued by Lowell. Further discussion of findings from public records request which will be sent to membership at later date. The grievance still pending response from HR. Several docs were withheld due to attorney/client privilege. There is an obvious disparity with city staff that are salaried to be at the meetings and fire who were allowed to participate in the meeting.

III. Treasure's Report - Cramer

- a. Checking - \$\*\*\*\*\* (approx)
- b. Savings - \$\*\*\*\*\* (approx)
- c. Up to date on all past due accounts and paid through March.

IV. Old Business – Blackstone

- a. Officer Involved Shooting Policy – Still a work in progress. There is language about mandatory drug testing that we are working on.
- b. Handgun Purchase and policy – Guns have been ordered, still work in progress.
- c. Status of Council on Binding Arbitration – Tonight Council will present their options on Binding Arbitration and putting it on the ballot. We have met with several Council members. Our understanding is that Marx and Ashbaugh will not support putting an initiative on the ballot. Without fire engaged in this process, we would have a long road ahead of us. They have been outstanding advocates and partners.

V. New Business - Blackstone

- a. Layoff Prevention Plan – Put out by HR on city email. Monica requested meet and confer with BOD. Our response as a BOD was to wait until we know direction of arbitration. Fire is in the same position. This has been communicated to council and to our administration. We have interest in working with the city, our concern is the attacks on B.A. and we cannot be expected to open the door to concessions if we have no recourse to get back to where we need to be after the dust settles. We will resume discussion after tonight.
- b. Budget Process – Blackstone and Alexander meeting with Chief 2/12. The next phase of information coming out by 3/9. We currently have 3 officers, 1 sergeant, 1 1/2 records clerk, graffiti coordinator positions banked. With upcoming vacancies we have saved 9% of our budget. There is information that the budget situation isn't as bad as originally figured and Chief was optimistic on layoff prevention at that meeting. Blackstone recapped department budget reduction options. When we have actual numbers, we will reconsider what the department will be recommending. We are paying close attention to the process and will solicit member input when we get direction from staff.

- c. T-shirts – Purchased jointly by Police/Fire for each member. We will be selling other shirts to offset costs at \$10/shirt.

VI. Good and Order/Questions – Blackstone

Meeting adjourned at 1820 hrs

- a. Motioned & Seconded – Blackstone/S.Dunn

Proceed to City Council Meeting