

EL CAJON POLICE OFFICERS' ASSOCIATION  
MINUTES OF September 20, 2012 MEETING

BOARD MEMBERS PRESENT: Darrin Forster      Mike Rosas  
   Ted Mansour  
   Joe Crawford Tom Winslow

BOARD MEMBERS ABSENT: Bob Berger – Military Duty  
   Bryan Zmijewski – Vacancy Seat (Retirement)

Number of Association Members present: 13

CALL TO ORDER: Meeting was called to order by Darrin Forster.

MINUTES: None presented (no time to type)

ITEM(S) TAKEN OUT OF ORDER:

Councilman Bill Wells. Knows everything in El Cajon is not perfect; we have a balanced budget; reserve fund; made the steps to make/keep El Cajon solid. Kept Public Safety solid. Judge me on things I have done – proud of Charter City initiative will save millions of dollars. Obligation was to do everything he could to protect city. Look at what he didn't do – conservative Republican and runs in that circle. Highest sales tax is issue. Seriously, people did push to try to change sales tax issue. Look at Prop J. Numbers show if we roll back or got rid of Prop J we would have to lay off police officers, close a fire station. Unacceptable. Has to do what was elected to do- protect people and the city. Will not roll back tax and leave Prop J alone. Feels will win election and be here for a long time with a good working relationship with the police department. Has a good relationship with the fire. This is good chance to talk and move forward.

DF: Initially selling point of Prop J was not having to lay off public safety, when it passed we didn't lay police officer off, but we didn't hire to replace the retirees. 20% down on the street then we were 10-15 years ago. What is vision on police officers in El Cajon and number wise?

BW: Is not a new number. Has had this same discussion with city manager. If we haven't talked with him we should. He is an honest guy and smart. Made it clear to him that 5 (7) years since raise. Told city manager to see police department get back up to proper number and he told Wells we will start on that process, even though it will be slow, and not going to be dramatic, but will find next round of negotiations we're doing better than have been. As far as percentage of police officer, wants to help. Will do everything he can, we are struggling, have lower amount of revenue than before. 4 years ago ran on philosophy – thought J good idea

TM: What do you consider to be a proper amount of pay? What scale do you use to determine it?

BW: Doesn't know. Understanding is there is a formula that goes by other cities our size and enough pay so we are competitive. Don't want for our police officers to be trained

here, get skills here and run off to other cities. Need retention, it's important. Are you looking for specifics?

TM: You mentioned you want us to come off with proper amount of pay and wanted clarification on what that means.

BW: If you were getting paid below the standard level of pay

TM: Currently lowest in county

BW: He heard that and wants to get police officer back to mid-range

TM: Saying mid-range would be acceptable for you

BW: Not up to me, it's a negotiation and reality. If it was up to me, he'd give the police and public safety everything they want. Would love to see us get more pay. Will do everything he can to do that, but can't promise what it will be. Will work with us to meet our needs. Doesn't want El Cajon to be lowest in county; desire and traditions to have great police department, but we're going to end up losing great people to other departments. Will be a problem. City manager has come to Wells to try to work and improve on what is happening with police department.

BE: Hard to recruit when lowest and get offered job in another police department making more money we lose that person to that agency also.

ET: Mentioned city is solvent and police department is solvent. Get back to proper levels. Do you know what staffing is now versus what we were 10 years ago verses crime rates then and now and less doing more with burnout rate? Do you have any of those facts, figures, or know our standing in any of that.

BW: Generally knows it slower. Knows doing a lot more with a lot less. Like a lot of people are.

ET: Wanted to know if you knew facts and figures; private and civilian are doing more with less, but didn't know if he knew what your police department's facts and figures were versus crime rate because they do differ. Have you personally looked at our stats?

BW: Yes. Knows we are about 20% down in staffing; knows even though had good year from a countywide, violent crime perspective, knows that the State of California is now implementing the prisoner release program. County is backing away from their responsibility; don't have drunk tanks and have to spend time going to CMH and going to Grossmont Hospital or wherever to get these people taken care of. Is a lot of time off the street where you should be actually dealing with the criminals.

TM: How many cops do we have for a city of 100,000?

BW: I'm thinking about 300 police officers

TM: 300 police officers?

BW: Is that, I don't remember the statistics. What is it?

TM: We have 115 cops

BW: Oh, I'm sorry, 300 in the entire police department. So 115

TM: Did you know there were unsworn civilian employees investigating violent crimes in our police department because we don't have enough police officers to do it?

BW: no I did not

TM to investigate those crimes

BW: I did not know that, no.

TM: when was the last time you were on a ride-along with the police department?

BW: I have never done that

TM: never

BW; I'd like to

TM: and how long have you been a councilman

BW: 4 years.

TM: ok

BW: and I can say to my defense, I've also never been invited. I'd be glad to do that. I mean I feel a sense of an adversarial thing, kind of an I gotcha moment, here. You guys can get me if you want, that's fine, I'm not against you. I want to work with you. If I'm the fish in an area, let's fix it.

DF: Part of it is we want to educate the city and the council it's obvious there are some issues that we're having and one is staffing. The other one is not that we haven't had a pay raise in 7 years but we've actually had a pay cut and

BW: pay cut in the sense that

DF: my check that I bring home is 9% less than it was or it's going to be 9% next year,

BW: because of the pension issue

DF: correct. And these are all issues we have when it comes to trying to recruit. The Sheriff's department has made no secret that within the next 5 years they are going to hire 2000 employees. That's gonna make it difficult on departments like ours to get good quality police officers when they are already making more money than us; they already have a better retirement system; retirement systems are changing. These are all issues we're facing. 1 is we brought it up a few times, our numbers are really down. We all are working and that's the hard part, we don't want to make it look like we are just going after you, but we want the council to realize just how much more we're working with less officers and people, like Ted said, we had non-sworn employees doing jobs that sworn employees should be doing.

BW: Well, I'm going to make a suggestion. Let's have a better relationship between the POA and at least me. I can't speak for the council members. I have met with the police chief, many many times and he paints a different picture, the past chief did and the new chief. And I'm not hearing the same picture from him. To be honest, I haven't really thought about that. I haven't really thought that that wouldn't be the same perspective. Having been sitting here with you I can see it's obviously not, so the answer is to spend time together. Let's get, and if you want to wait until after the election and see what happens, that's fine, we can do that, but I'd like to meet with you on a regular basis.

DF: and you know, I think that would be great and I would welcome you

BW: you can educate me and I would love to go on a ride along and I'd love to see what you're doing and what I'm not gonna do is promise you I am going to give you everything you need because I don't know, I don't know what the money is going to look like. I will fight for you and try to make sure you are taken care of, but we have to live in reality,

DF; I would welcome that. Please, no matter how the election goes, I want you to do a ride along so you can see what we're dealing with. You stated what you do for a living so you're seeing some of those people in the hospital, but we're dealing them out in the streets. And with 109 releasing all those

BW: yes I'm sick of it.

DF: the difference between our job and others is when more people are working with more for less, most people are working more with less they're just working harder. With us, it's a lot more dangerous and there's a far greater chance of us not going home to our families when we work more with less. That's the reality. We realize how the importance is that we need more cops, we need to get paid a little better to get good cops and we extend our hand to you and say we will work with you on these issues. We/I appreciate you coming in and talking to us because this is the first time that I have seen this happen. I know there is another candidate running right now that we have supported and that's because he's the only person who has come in and sat in here and did ride alongs and showed an interest in us. And that's part of the reason why we chose to go that route. And we're not running a negative campaign against anyone but we want people to realize.

Especially the people making the decisions for the city, we want you to realize what our job is, and what we're doing.

TM: This has nothing to do with paying benefits. We'd all like to be paid more. Most of us or a lot of either went to Granite Hills, grew up in El Cajon and have a vested interest in taking care of El Cajon. I know when I chose to come to the El Cajon Police Department I chose to come here, hoping to get a job because I grew up in the area. And I wanted to make sure that this community that raised me didn't look like it did when I was going to school. We would like to clean the place up, but we do not have the tools to do it. We do not have the interest from other people who are good candidates to come to our department to want to work in El Cajon to help us clean it up. We recently had a couple of people who made it all the way through and didn't want to come to our agency because of the benefits weren't good enough. Because of that, we're understaffed and we don't have the ability to effectively police the city as we should what do you think, do you live in the city?

BW: yes – corner of Park and Ballantyne

TM what do you believe to be maybe three of biggest problems in El Cajon, crime wise that would affect public safety as it relates to the police department.

BW: I'm worried about the hot prowls, more gang signs, more signs they are moving in. I'm concerned about that. I don't know if it's a crime problem, but I think the amount of homeless people and amount of inebriants that are living in El Cajon and choose to live in El Cajon infesting Second Street. I think that's a huge problem. Overall, we have 15,000 apartments in El Cajon. We are carrying our burden of low economic housing and along with that comes more crime. And I think you've noticed the rise of the immigrant population which also brings more crime. Mostly because they don't have the ability to get jobs and don't have much to do they're bored, when young men get bored and have nothing to do, they commit crimes.

TM: which immigrant population are we talking about, that committing the crimes based on their influx into El Cajon?

BW: I think that any immigrant population, but I think the Chaldean population and I'm not saying the Chaldean population is a problem in the Chaldean community. I'm saying they are the immigrant population we're having right now and they're under employed and I'm worried about that. There are a lot of young men under employed we're asking for trouble.

DF: Is there a plan in place, I hope there is, where the Council and the city manager, what's the vision to create more revenue so this city can thrive?

BW: Glad you asked that question. We've been at war over that since I started. One of the things I thought was a mistake was kind of the direction of the CDC was going and the 182, what I saw when I looked at that was a plan to try to make El Cajon, something it will never be. Wanted to make it into art galleries and dress boutiques – like La Jolla. I just don't see that happening. We have to realize what El Cajon is and play with our strengths. What I'm pushing now is auto dealerships. That seems to be the one area that is standing. Has meeting with every car dealership in the county trying to develop some kind of consortium mile of cars or El Cajon Auto Group where everyone bans together and pulls their resources so we can advertise auto sales and I think we could really make El Cajon the center for auto sales. We have some problems, like the sales tax. That the perception we have to deal with. We're working real hard to bring new businesses in; talking to Bass Prop shop, Sam's Club, Kaiser's new hospital, PF Changs to the mall, etc. One of the things he can point to saying is the change in the way we do business. When Mossy VW wanted to come to town they came and said they wanted to come to El Cajon, got a site and needed to be licensed and ready to go in 30 days. And city politics that's not going to happen. When Doug was hired he was told we wanted to run the city like a

business – need to go after a business and stated the problem. We would have to jump through extra hoops and have council meetings – whatever we have to do, we have to do. Luxury car dealership in negotiations with. Will definitely increase sales tax revenue. In negotiation to buy property. They will buy property, not the city. Working with property owner. Good possibility it will be here. Have to look at our strengths. Car sales is good way to start. Thinks need to try to maximize. The airport is good place to go. Need to be competitive. In election year people will come in saying Main Street is big problem, close them. It won't, because they are big revenue businesses. Too big for small stores, too small for major stores. Eventually will have to let free market change and be re-built. For several years, will see what we currently have.

DF: talk about large corporation, are we several years out or close?

BW: Close – really close to finding tenant for the Home Depot property. Really working hard to make it all happen.

ET: Mall, is bread and butter of city. When we started building out area, anything with the military in the industrial area?

BW: Trying to work with ECDC, group that took over with CDC. \$1.5 million tax payment, payment of \$100,000 year payroll. Basically a social club. Now pushing them to use that money to get new business. California has made it hard to do business here.

Environmental regulations, AB32, etc.

ET: Chemtron etc aren't worried about regulations, bio, aeronautical, etc aren't too worried about environmental regulations. Have you looked into them coming to El Cajon?

BW: Trying to go after that, but people are moving out of state.

TW: Retirement fund for officers and city employees. What was the research and reasons behind that.

BW: He did not do it, Kendrick's did. Have \$80 million pension deficit. Would support if it would work, city manager said it won't. Don't think will ever go to that as public safety.

TW: Pension is underfunded and city doesn't want to fund it according to actuaries. Many cities went bankrupt with huge pension liability

BW: Pension would be fine if real estate didn't tank and Cal Pers didn't invest it all there. Biting the bullet. Money taken from employees – almost all of it (\$3 mil a year) to pay down pension liability. Don't want to be in debt.

TW: Stance- would not vote for 401k package for public safety. Doesn't make sense for recruitment, etc. Did look at it – carefully.

DF: During negotiation, city thinks of all employees as the same. A 5% raise is the same across the board. Do you look at it that way or that law enforcement should be looked at differently than parks and recs, etc. City is all the same instead of each union.

BW: With enough money it's great. Analogy to hospital – have to have nurses and doctor, can cut back a little on housekeeping, environment. Have to keep mission in mind. City fundamental mission is to protect public. If we can give everyone a raise, yes would like to. But if it comes down to so much, and have to fund public safety more, is okay with that because that is the crux of our mission.

TM: saw your signs, why run with Ambrose?

BS: sat with him on planning, he taught Wells the business. Is smart and has respect for him, but is not good candidate. Felt monumentally important to be on council has power we need and want, hooked up with him thinking he was pretty safe and wanted to bring Ambrose with him.

TM: What are the similar signs about Lincoln's club endorsement.

BW: some property owners have said only Lincoln Club members put signs up. With permission it's ok, if not, they can remove signs.

MR: Platform is not new taxes, how do you perceive getting money without raising taxes

BW: revenue – feels he is taxed out. Has a second job to pay his taxes. Need to be creative to raise more money – get more in, watch what we spend. We survived a tough economical time in El Cajon, even with the pain. Can move forward with no new taxes.

DF: Thank you and we will schedule ride along.

BW: after the elections, if he is still standing, would like us to bring him in, teach him what he needs to know and we talk together. Be an advisor for him. Promises to be square with us and will not say yes here and vote no in chamber. Will give us access and great consideration to what we say.

DF: agree there needs to be a good relationship with city council and POA.

BW: Asked how many women were police officers.

DF: 10 or 10%

#### COMMUNICATIONS:

1.10<sup>th</sup> Annual Golden Badge Foundation Awards. 10-27-12. Honoring law enforcement personnel and citizen leaders – Garden Grove 7PM. Died lack of motion.

#### BILLS AGAINST ASSOCIATION – Tom Winslow

Caught up with CLEA; just received PORAC and Bobbitt bills. With by-law changes, have option to be a member of CLEA or not. A couple members have turned in paperwork to me to opt out.

#### FINANCIAL REPORT- Tom Winslow

Didn't have it

#### COMMITTEE REPORTS:

##### ATHLETIC – Berger

##### BY-LAWS – Crawford

Might be coming up if decided to go with new firm and website. Might have small change to voting section if we do that. Not today.

##### CITY COUNCIL MTG – No one attended

HOLIDAY PARTY – Travis Howard; have started contacting people for raffle and have gotten some really good stuff. Last year, and all previous, budgeted \$2000 for buying prizes and would like to keep some if not all of that budget to buy some items. Jeff Taylor used to work at Skydiving place – will give us a buy one get one free, which is \$300. Will do package for two jumps. Zmijewski didn't realize spent any money on raffle prizes. Would like to get \$300 to buy a video jump and get the second free. There is \$2000 budgeted in for prizes. Total budget is \$15,000ish. Will come back when Dave arrives.

POLITICAL ACTION – Nothing since last meeting. Watch for Ben's signs. Walking precincts and passing out information get ahold of board member. Can't wear uniform but can wear POA shirt.

SALARY/BENEFITS –Dr. Donahue, doing city audit is half-way through it. Said it looks really good. Will start getting us numbers in next week or so. Sounds upbeat but have not talked firm numbers. Feels city is not in a place of hardship and there is money for upcoming negotiations. Will have more numbers within next couple of meetings. Requested more info from city and we got it and forwarded it. Makes us believe he likes what he sees,

UNFINISHED BUSINESS: - none

NEW BUSINESS:

Councilman Wells was supposed to come today. Will continue and stop when he shows up.

Forster has not personally talked to him. Scheduled by Zmijewski. Previously sat down and he said he would love our support, told him not this round, but would not be negative and go against him. He has put out interest of wanting to run for mayor in a couple of years. As of now sounds like him and Kendrick as the two showing interest. This might be the beginning by coming in here. Know he is running for council and he knows he is not getting our endorsement. Wants us on his side when he runs for mayor.

Light the Night. Mike Rosas is the ECPD chairman. Asking for anyone wanting to run. Other departments donate \$250 up to benefit Light the Night. We have donated in the past but doesn't know how much. Benefit of donation of \$250, a taco dinner is included for all ECPD participants and family. \$7 to buy as individual. Request we send donation of a minimum of \$250 to Light the Night Foundation, 10-27. How many people are taking part from El Cajon? This is also incentive to run. Money goes directly to Light the Night - to Crime Stoppers Foundation. Mansour said great program with school and the Stop Snitching Program. County wide program. We have donated in the past and this year they are adding a free taco dinner for all members for a \$250 donation. Would we donate if no one ran? Yes. Hopefully will get more to run this year with the dinner. Mike Rosas moved and Tom Winslow seconded. Unanimous.

Bill Wells showed up. (See Items out of Order)

Octoberstash - October 1<sup>st</sup> – grow a mustache. \$20 buy in. Events planned. Take and pose a photo on 9/30 clean shaven and grow. More info to follow. Send updated photos, at final gala will have voting – All money raised goes to charity. – Yalla Soccer club.

Nominations for new board – 5 open seats: Have to nominate don't have to be present:

Jacob Cutting	Jon Wooddell	Sean Sayre	Josh Pittsley
Dave Vojtaskovic	Michael Rosas	Mark Barber	Travis
Howard			
Jason Taub			

Travis back to Holiday party to vote on last year's budget to buy prizes. May or may not spend it. Have a lot donated, depends on what we get. Charity is Pierre Robin Sequence at Rady's Children's Hospital. Ted Mansour moved to mirror last year's budget for this year's party for prizes up to \$2000. Seconded by Rosas. Unanimous.

Special Events – Kids Christmas Party – weekend before ours – same jump place. AirTime – 12/8. Looking for same amount of money \$750 for gifts etc. Last year had 32 kids. Can't lock in date or time without check. Also looking for direction of board 3-4 kids are non-members, do we want to charge them or what. No. Joe Crawford moved and Ted seconded Unanimous.

1942 ford coming to booth with assistance of Dave Larson.

ADJOURNMENT: A motion was made by Ted Mansour and seconded by Michael Rosas to adjourn. The meeting was adjourned at 430 by Darrin Forster.