REDDING PEACE OFFICERS’ ASSOCIATION

BOARD MEETING 01/2021

horizontal line

**MAR 03 2021 /3:14 PM / 1650 OREGON ST SUITE 202**

# ATTENDEES

E. McGinnis, J. Tracy, D. Mack, D. Hull, B. Berg, J. Kasinger

T. Williams not present

# AGENDA ITEMS

## **FEB 2021 MINUTES**

Motion: McGinnis

Second: Hull

ALL IN FAVOR

## **BUDGET/FINANCES**

All budget items on track. Nothing to note.

New York Life RPOA dues attachment concluding at end of March 2021 as all clients are renewing their policies and transitioning to self payment.

## **DONATIONS**

* Redirecting funds from NFG obligation to IAFF to the Jeremy Stoke Memorial Park. IAFF has refused to accept money from the games. ($5000)
* National Dispatcher Week in April. No decision made.

## **BOARD BUSINESS**

**SHIELD CONTRACT AND RPOA OFFICE MOVE**

* In addition to original office rental, an additional $50/mo would be due for use of Board room.
  + Different options available
    - Non-Members prices
      * Approx $4700/year including rent and use of board office
    - Membership Prices & benefits
      * $4150/year including rent, use of board room and voting rights (included $1000/yr membership fee)
* MOTION MADE TO PURSE A MEMBERSHIP OPTION AT SHIELD
  + Motion: E. McGinnis
  + Second: Kasinger
  + ALL IN FAVOR

**Move out notice provided to Oregon Street Office. Effective end of March 2021**

* Email to membership requesting assistance in move, including pizza and drinks

**PO BOX**

Motion to have RPOA Office mail delivered to Post Office box instead of physical address.

MOTION: Kasinger

SECOND: Berg

ALL IN FAVOR

**PORAC CLASSES**

Board members scheduled for classes to better serve our membership

* Sept 28-30 Collective Bargaining
* October 19-20 Internal Investigation
* Leadership Class January 2021

**SURVEY TO MEMBERSHIP**

Board has set a two-week goal of preparing a 10-question survey about department operation, management and morale. Goal is to have 10-15 questions to put to membership within 3-weeks, preceding a meeting with Chief.

**RESERVE OFFICER POLICY**

Lexipol policy on Reserve Officers (Policy325). No problems identified with the policy itself. However, the only reserve officer at RPD is in regards to a side letter specifically referring to a SWAT doctor position.

The concern lies in that this side letter may someday go away, leaving a “Reserve Policy” with no reserves. This could be constued as RPD having a reserve program to future generations of either City management, City Council or RPD management, with no historical context.

**The request to management is to add verbiage in the Reserve Policy 325, referring to the side letter agreement as the basis of a reserve program.**

## **CONTRACT UPDATE**

**COUNCIL INFO**

* RPOA Contract approved by City Council on 03/02/21, 4-1 in favor (Daquisto against)
* Contract will go into effect March 7th, 2021
* $400 uniform check
* MOU discussion will continue in regards to possible grandfathering BA “equivalent” pay
* Fitness and Wellness Incentive
  + Wellness would include “Mental Health” assessments once a year
  + Fitness incentive will need to be agreed upon within 90-days and would most likely include off-duty coverage

## **MEMBER ISSUES**

**INFORMATIONAL DOCUMENT TO MEMBERSHIP**

* J. TRACY preparing a document to be sent to all RPOA Members about protections and rights

**DOCUMENTED VERBAL COUNSELING**

* 2 recent issues of DVC occurring 4 - 5 months after incidents (CHIEF MEETING)
* Question and clarification to Goyette about referencing verbal counseling in a PER

**AVL USAGE**

Questions of AVL usage and review

* + Supervisors seen randomly monitoring AVL and clicking on officers vehicles without reason (CHIEF MEETING)
  + No issues have yet to arise, however this is in contrast to the clear direction of Chief Schueller both verbal and written when AVL was implemented

**RPOA BOARD BETTER MONITORING COMPLAINTS & MEMBER DISCIPLINE**

* Discussion about attempting to standardize flow of information to the Board. Request members submit to the RPOA Board any and all discipline or verbal documented incidents so the Board can gather accurate information to serve the membership. Information would be clearly confidential within the Board, but would allow us to better address issues with first hand knowledge.

**NEVER FORGOTTEN GAMES COMMITTEE UPDATE**

Hull presents an option to replace IAFF as a beneficiary to the Never Forgotten Games. This is due to 1) They have been difficult to work with 2) They have refused to accept our last donation 3) It is International and it is not clear where those funds go or are used

Option is “555 Fitness”. A non-profit that supports public safety. Hull and NFG Committee gave the go ahead by the RPOA Board to continue research and come back to the Board with recommendation and details.

* Update from Hull about events and RPOA involvement

**CHANGES IN MANAGEMENT**

* Discussion about changes within the department on a management level and the RPOA Roll in ensuring members remain protected.
* Current rent at 1650 Oregon St #202 is approx. $600/mo +$400/yr for liability insurance
  + Previous rent at UPEC was over $850
* Options;
  + Small office at Downtown Sub
    - The concern is it is City building.
  + Office at SHIELD
    - Berg to research
* Also discussion of possible purchase of a “clubhouse” or something of the sorts that could also build equity. Could be used for a variety of RPOA events and be open for member use.
  + Further discussion and research by multiple Board members on feasibility.

# NOTES

# ADJOURNMENT

1735 hours