

SANTA BARBARA COUNTY

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DEPUTY SHERIFFS' ASSOCIATION

ARTICLES OF ASSOCIATION

AND

By-LAWS

ARTICLE I

MEMBERSHIP

Section 1. Membership in this Association shall consist of five (5) classes of members.

- a. REGULAR. Regular members of this Association shall consist of those Deputy Sheriffs below the rank of Lieutenant, Correction Officers below the rank of Lieutenant, and District Attorney Investigators, Welfare Fraud Investigators, and Communications Dispatcher I and II, who are full-time salaried personnel.
- b. RETIRED. All Deputy Sheriffs, Correction Officers, District Attorney Investigators, and Welfare Fraud Investigators who were regular members at the time of retirement or deferred retirement, or associate members.
- c. HONORARY. All personnel who have been conferred an honorary membership by a vote of the Board of Directors.
- d. ASSOCIATE. All Deputy Sheriffs who are at the rank of Lieutenant or above.
- e. LIMITED. All employees in the classification of Sheriff Intake and Release Specialist, Identification Technician I and II, Senior Polygraph Examiner, and Parking Enforcement Officer who are full-time salaried personnel. (This class is not represented by the DSA for the purpose of labor negotiations)

Section 2. All regular, retired, and associate members shall have equal property rights, interests and privileges, with the exception of the retired and associate members shall have no voting rights nor shall they have the right to hold office. Honorary and limited members shall have no rights unless so granted by the Board of Directors.

- a. Each regular member shall be entitled to one vote.
- b. Voting by proxy shall be permitted only if on-duty requirements exist

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Section 3. There shall be no liabilities, fees, dues, assessments or other charges upon honorary or retired members with the exception that retired members must continue any payments for benefits received from this Association when said retired

members were regular members.

- a. DUES. Dues shall be paid into this Association by payroll deduction through the County Auditor's Office. The amount of dues shall be governed by a majority vote of the regular members by means of a secret ballot. It shall be the responsibility of each regular or non-sworn member to notify the County Auditor in writing for the withdrawal of dues or the initiation of dues through payroll deduction.
- b. The Board of Directors may, by a majority vote, assess dues upon others, who are not regular members.
- c. The Board of Directors is authorized to make loans to members who are on any authorized or unauthorized leave of absence without pay. The amount of the loan should be sufficient to pay the cost of such member's insurance premium, Legal Defense Fund fee, Peace Officers Research Association of California fee, and Association dues for a period up to thirty days from the first day of the leave of absence. Prior to the authorization of the loan, the member must agree in writing to repay it within thirty days of either the date the member returns to active duty, or from the date the member notifies the Department of his or her intention not to return to active duty, whichever date is earlier. Association members who for a period of over thirty (30) days fall into anyone or a combination of any of these Scheduled work Hour Codes: Authorized LOA (no pay); ALN (Le., extended vacation with no vacation time left, extended military leave, maternity leave, etc.); Unauthorized LOA (no pay); ULN or other leave approved by the Department; or OLV (Le., suspension from the Department for over a thirty (30) day period); must contact the D.SA Board of Directors and make direct dues payments to the Deputy Sheriffs' Association. If unable to pay said dues, the members must contact the Board of Directors for approval to defer payment Page 2 DSA By-Laws to a later date with the Deputy Sheriffs' Association. Making all payments in the interim. Failure of any member to make the above notification or request may result in removal of that member's name from membership into the Deputy Sheriffs' Association, Legal Defense Fund (L.D.F.), Peace Officers Research Association of California (P.O.R.A.C.), and all Association-sponsored insurance programs.

Section 4. Deleted

Section 5. Any person who becomes a member of the Association hereby agrees to be bound by and to abide by the provisions of the laws and policies of the Association.

- a. There shall be no initiation fee or physical examination required by any person wishing to become a regular, associate, or limited member of this Association. However, should a regular, associate, or limited member be

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suspended or voluntarily terminate his membership, there shall be a five dollar re-initiation fee. The Board of Directors shall have the power to increase or decrease this payment.
b. The Board of Directors shall prepare an application for membership form for all members of this Association and shall insure that all persons return this application for

approval.

c. REFUNDS. There shall be no refunds of dues to any member of this Association.

Section 6. There shall be four quarterly meetings of the Association held in January, April, July and October for the purpose of a Report of Progress and Goals. These shall be known as general meetings. All other meetings shall be called special meetings. The place of all meetings shall be designated by the President and the Board of Directors.

- a. Notice of time, place and date of all quarterly meetings shall be noticed by mailing a written notice thereof to each Sheriff's substation and District Attorney's office and by posting notice thereof on all Sheriffs and District Attorney's bulletin boards at least seven days in advance thereof.
- b. All meetings, quarterly and special, shall be held in the County of Santa Barbara.

Section 7. Special meetings may be called by the President of the Board of Directors or upon written petition signed by not less than twenty (20) percent of the regular voting membership. In each case, the Secretary of the Board of Directors shall call the meeting within thirty days after receipt of the notice of such call or written request, and shall, in such case, notify the members of such special meeting by mailing written notice to each substation and posting such on each bulletin board.

a. Deleted

ARTICLE II

OFFICERS

Section 1. The officers of this Association shall consist of a President, Vice President, Sergeant at Arms, Secretary, and Treasurer. The remaining Board of Directors shall not be officers, but will serve as committee chairs as assigned by the President.

Section 2. The term of office for each officer shall be one (1) year.

Section 3. The officers shall be members of the Board of Directors of this Association and shall, except for the President and the Vice President, be elected to a specific office by the Board of Directors themselves. The President and Vice President shall be elected by the membership in attendance at the April General Membership Meeting.

Section 4. The Board of Directors shall consist of nine (11) officers: one (1) each from the Solvang Station, Lompoc Station, Santa Maria Station, and Carpinteria Station to be of the Deputy Sheriff/Coroner classification; one (1) county-wide at-large

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position; two (2) Custody Deputy positions; and two (2) from the Santa Barbara Station to be of the Deputy Sheriff/Coroner classification.

Section 5. Each board member shall be elected by a majority of the membership and shall remain in office for two (2) years.

Section 6. In the event of a vacancy in the Board of Directors, said vacancy shall be filled by a member elected by a majority vote of the membership at a specially called meeting or a special election. The person so elected shall fill the unexpired term of the officer who has vacated his office.

Section 7. Charges of neglect of duty or of any act of misconduct deemed inimical to the welfare of the Association may be preferred against any officer of the Association by any member of the Board of Directors or by a petition signed by twenty-five (25) percent of the voting membership. Said charges must be in writing, definitely setting forth the facts of negligence or misconduct complained of, together with any other information that may be material in substantiation thereof; it must be signed by the officer or members preferring the same and filed with the President or with the Secretary. The Board, as soon thereafter as practical, shall hear and determine such charges, and, if deemed advisable and in the best interests of the Association, by a vote of not less than four of the members of the Board of Directors, excluding the officer charged, remove such officer from office. In the event that the charges are by petition of the members, as herein provided, and the Board of Directors either fail to remove such officer from office or fails to act on such charges within twenty-one (21) days of the filing of such petition, the Secretary of the Board shall call a special meeting of the membership to consider the removal of such officer. At such special meeting of the membership, a two thirds vote of the members voting on the removal of such officer from office is required.

Section 8. Any officer so charged shall be given written notice of such charges and shall have the right to appear before the Board or meeting personally, or with counsel, together with witnesses, to defend himself against such charges. Failure to appear at such time and place designated for such hearing of the charges shall be deemed a waiver by such officer of his right to appear and defend himself. The officer so charged shall have the right to submit, in writing, to the Board any statement he desires relative to the charges at any time previous to the time set for the hearing. In the event that a special meeting of the membership is to conduct the hearing, the Board shall make any statement of the defendant available to such meeting. The hearing notice and copy of charges shall be delivered by Registered mail, return receipt requested, or by personal service.

Section 9. UNIT/DETAIL REPRESENTATIVE: For units/details that have at least ten (10) personnel assigned may have one (1) Association Representative. For units/details that have at

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least sixty (60) personnel assigned may have two (2) Association Representatives.

The selection process of the Representative would be determined by each of the represented units with prior approval as to the form of selection by the Board of Directors.

The Representative does not have voting rights and only

serves as a liaison between his unit/detail and the Board of Directors. The Representative may make proposals to the Board of Directors for their consideration.

A Representative may be elected to the Board of Directors and serve as both the Board officer and as the Representative.

ARTICLE III

DUTIES OF OFFICERS

Section 1. It shall be the duty of the President to preside at all meetings of the Association; to open and close the same in due form; to preserve strict order and decorum and enforce the Articles of Association and By-Laws of the Association; to decide all questions of order, subject to appeal by any member from his decision to the Association; to cast the deciding vote in all questions before the Association in which there may be an equal division of members except in appeals from his decision; to sign all orders drawn on the Secretary or Treasurer, and such certificates, notices and documents as may require his signature to authenticate them; to appoint all committees; and to generally do and perform such other duties as may be required by him by the By-Laws or necessary for the welfare of the Association. He shall also act and preside as chairman of the Board of Directors.

Section 2. It shall be the duty of the 1st Vice President to assist the President in executing the duties of his office and in the absence of or inability of the President to act, the 1st Vice President shall act for the President, to generally do and perform such duties as are required by the President, by the Association. The 2nd and 3rd Vice Presidents shall perform those duties as requested by the President and approved by a majority of the Board of Directors.

Section 3. It shall be the duty of the Secretary to attend to all correspondence, to read all reports and communications that may be presented and to file same with the records of the Association; to keep all records of whatsoever nature pertaining to the business of the Association, and to keep an impartial record of all proceedings of the Association and of the Board of Directors; to fill out and sign all certificates of membership granted by the Association, to notify successful candidates of their election, issue all notices required and serve same, and perform all such other duties as may be required by these By-Laws or which may be necessary in the interest of the Association. When retiring from office, he shall deliver to his successor all books, records, papers and all other property of the Association in his possession.

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Section 4. It shall be the duty of the Treasurer to attest to all payments required to be made and sign all checks of the Association for the payment of money; to receive and receipt for all monies coming to and belonging to the Association from any source whatsoever, and, without unnecessary delay, deposit same to the credit of the Association in some bank or banks designated by the Board for that purpose, keeping accurate detailed and businesslike records of same; to render monthly a financial statement to the Board; to notify all members who become delinquent in their dues on the date and the

suspension of such members; and perform all such other duties as may be required by these By-Laws or which may be necessary in the interest of the Association. When retiring from office, he shall deliver to his successor all books of record properly balanced, all papers, all monies, and all other property of the Association in his possession. All monies expended, for any reason or purpose whatsoever, shall be accounted for in the form of "receipts" or "vouchers," tendered to the Treasurer by the person or persons expending said monies, and the Treasurer shall retain said receipts or vouchers for a period of one (1) year.

Section 5. In the absence or the unavailability of the Treasurer, the 2nd Vice President shall perform such duties as are required of the Treasurer.

Section 6 In the absence or the unavailability of the Secretary, the 3rd Vice President shall perform such duties as are required of the Secretary.

Section 7. The Secretary shall receive and be paid a salary or other compensation and be reimbursed for expenses from the funds of the Association as may be approved by a vote of not less than three (3) members of the Board of Directors, excluding the vote of the Secretary.

Section 8. The Treasurer shall receive and be paid a salary or other compensation and be reimbursed for expenses from the funds of the Association as may be approved by a vote of not less than three (3) members of the Board of Directors, excluding the vote of the Treasurer.

Section 9. The Board may, with sufficient justification, employ an assistant Secretary-Treasurer and determine the compensation to be paid to such assistant from the general fund. The Board may, with sufficient justification appearing therefore, employ such additional temporary help from time to time as in its opinion is required, and the Board shall determine the compensation therefore to be paid from the general fund.

Section 10. The Secretary and the Treasurer shall give a proper bond with good and sufficient surety, in an amount to be determined by the Board of Directors, conditioned upon the faithful performance of his duties. The premium for said bond shall be paid by the Association from its general fund.

Section 11. When deemed necessary by the Board of Directors, the Secretary, together with two members of the Board who shall

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be designated by the President for that purpose, shall rent and maintain a safe deposit box in some bank approved by said Board, wherein there shall be deposited and kept all stocks, bonds, or other securities and such other personal property as may be deemed necessary for safekeeping belonging to the Association. Payment for the rent of such safe deposit box shall be made from the general fund of the Association.

Section 12. The Board of Directors shall hold a regular meeting each and every month, at a time and place to be designated by the President, unless law enforcement duty prevents. In such

event, they shall meet as soon thereafter as possible and consider all claims for benefits arising from sickness or disability during the previous month; also all bills for current or running expenses of the Association during the preceding month, and, if found correct, order the payment of same, and shall also transact such other business as shall be necessary to the interests of the Association. Three (3) members of the Board shall constitute a quorum for the transaction of business.

Section 13. Special meetings of the Board may be held at any time upon the call of the President, or upon the written request of not less than three (3) members of said Board, for the transaction of any special or emergency business of the Association.

Section 14. The Secretary and the Treasurer shall have the legal custody and control of all funds, property and effects of the Association, subject to the general control thereof by the Association. The funds of this Association shall be invested only in securities permitted by the laws of this state for the investment of assets of life insurance companies.

Section 15. The Board shall annually call the books and accounts of the Treasurer to be audited by the public accountant selected and employed by the Board for that purpose, said audit to be under the supervision of the Board; it shall show the condition of the said books and accounts as of December 31, of the year covered by said audit, and shall be ready for submission to the Association at the following regular meeting, and a statement of such condition of books and accounts as required by the auditor shall be posted by the Secretary in the Sheriff's Office in Santa Barbara and in each Sheriff's substation and District Attorney's Office within thirty (30) days after it has been submitted at the regular meeting.

ARTICLE IV

SUSPENSION AND EXPULSION

Section 1. The following commissions or omissions shall be grounds for dismissal or suspension:

- a. Failure to pay dues, or assessments, within thirty (30) days of the due date.
- b. Dismissal from the Santa Barbara County Sheriff's Department or District Attorney's Office, whereupon said member takes no appeals action or the Santa

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Barbara County Civil Service Commission sustains such termination or dismissal.

Section 2 should the dismissal of such member be disapproved by the Santa Barbara County Civil Service Commission, then such member shall pay all back dues and assessments, whereupon his membership shall continue to be in effect.

Section 3. No benefits shall be paid to any member who is under departmental or Association suspension, unless the Santa Barbara County Civil Service Commission overrules said departmental suspension.

Section 4. The Board shall have the sole and exclusive power to suspend or cancel the membership of any member pursuant to the provisions of these By-Laws upon good cause being first shown to said. Board by a written report of a member of the Board of Directors or upon written charges filed against said member by another member, signed by at least one third of the members in good standing.

Section 5. Any member, against whom charges have been preferred, shall be given a copy of such charges, together with a written notice of the date, time, and place of hearing before the Board; such hearing date to be not less than ten (10) days, nor more than thirty (30) days from the date of receipt of the copy of charges, and notice of hearing by the accused member. The member so charged shall have the right to appear before the Board for the hearing of such charges personally, or with counsel, together with witnesses to defend himself against such charges. Failure to appear at the time and place designated by the Board for the hearing of such charges shall be deemed a waiver by such member of his right to appear and defend himself. The member so charged shall have the right to submit, in writing, to the Board any statement he desires relative to the charges at any time previous to the date and the time set for the hearing. The hearing notice and copy of charges shall be delivered by Registered mail, return receipt requested, or by personal service.

Section 6. Any member having a grievance against the Association or any of its officers may have such grievance considered by the Board within twenty (20) days after filing with the Secretary, or with the President if such grievance is against the Secretary, a communication setting forth in detail the matters complained of.

Section 7. Any member while on leave of absence from his position and service, including military leave (not training) shall be eligible for reinstatement as a member in good standing, subject to the following conditions: He shall file an application for reinstatement, in writing, with the Secretary, within sixty (60) days after the date of his return to duty.

ARTICLE V

ELECTION

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Section 1. Candidates for the Board of Directors shall be nominated at the January quarterly meeting from the membership.

Section 2. Prior to the January quarterly meeting, the President shall appoint a nominations committee who shall select candidates for election to the vacancies on the Board of Directors and shall place the names of such nominees before the membership at the January quarterly meeting. At such meeting, nomination for such officers may also be made by the membership at large.

a. Article 1, Section 2 A Special elections, DSA Awards election, nomination

1) Nominees defined:

-Nominees must be an active employee of any class represented by the Santa Barbara County Deputy Sheriff's Association

-This includes:

Deputies, Custody Deputies, Welfare Fraud investigators, Dispatchers and D.A. investigators and for "civilian employee appreciation award" any person represented by the Local 620, and/or members of the Sheriff's Search and Rescue team.

-Nominees must be an active member of the SBCDSA. The only non-members eligible will be for the civilian employee appreciation award.

2) Categories:

*DSA Supervisor of the year. (Custody and Deputy)

*DSA Rookie of the year. (Custody and Deputy)

*Civilian employee of the year (Local 620 appreciation award, etc.)

*DSA Dispatcher of the year

*DSA Investigator of the year

*DSA Busted Badge

*DSA Deputy of the year (Custody and Deputy)

*And any other temporary special awards created by the DSA shall be voted on by the general membership, unless approved by the full DSA board in the manner described above. The President will only vote to break any Board tie.

-There shall never be any award winner, or award made without approval of the entire DSA Board.

3) Voting

-Voting for the above awards categories shall be performed by "regular members" in good standing as defined in the DSA by-laws.

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-Any ties will be voted upon by the DSA board. The President will only vote to break any Board tie.

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-Awards winner shall be decided by a simple popular vote. Whoever has the most votes, wins.

-Voting shall be open to the general membership electronically via the DSA web-site, or via brown mail written nominations can be performed. If the submission is made in writing, all associated votes will still need to be performed manually by the voters on the DSA web-site while voting is available to the membership.

-Voting should be done at least 4-6 weeks before the scheduled DSA AWARDS BANQUET so as to give the Board plenty of time to have plaques, awards made for the winners.

-The DSA Secretary, Entertainment chair person, or assigned designee shall have the awards/plaques made and will bring them to the DSA AWARDS BANQUET on the night of the awards.

4) Integrity of awards

-Winners of all DSA awards shall be notified in advance by the DSA Board so as to enhance attendance at the DSA AWARDS BANQUET and thus also allow for attendance of family members, friends, etc.

-winners names should be reviewed in advance with the Sheriff so as to assure the DSA and Santa Barbara Sheriff's Department is not embarrassed by awarding someone a high honor that is facing imminent, significant discipline.

In the case this event ever happens, the person that was runner-up to the "original" winner shall receive the honor.

Section 3. Within fifteen (15) days after the January quarterly meeting, the Secretary shall prepare ballots containing names of all candidates for office and shall distribute appropriate number of ballots to each station DSA Board representative, at which time the DSA Board representative will give each DSA member in good standing a ballot, and each DSA member

shall sign knowledge of receipt of said ballot. Those DSA

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members in good standing unable to receive the ballot in person shall be mailed a ballot within the same time frame.

Section 4. Each member receiving a ballot shall mark the candidates of his choice for the respective office and shall place such ballot in a blank envelope and seal it. The blank envelope shall then be placed in an envelope addressed to the Secretary of DSA, at which time the envelope will be placed in a ballot box at the respective substation.

Section 5. All other ballots not personally returned shall be postmarked no later than midnight twenty-five (25) days after the January quarterly meeting.

Section 6. The Secretary of the Association shall be responsible for an accurate count of all ballots which shall be held no later than five (5) days after the close of voting.

Section 7. At the time of the counting of the ballots, the ballots shall be checked against a roster of the voting membership and thereafter the outer envelopes shall be removed and discarded before the actual count and tabulation of the voting so that the actual vote of each member shall be secret. The counting shall be open to attendance by all members of the Association and the results shall be made public. .

Section 8. The candidates (corresponding in numbers of the vacancies on the Board of Directors) receiving the greater number of votes shall be deemed elected to the vacancies on the Board of Directors and in the event of a tie between two candidates, each such candidate shall be notified by the Secretary to appear before the Board of Directors at their next meeting, where the tie shall be determined by lot. New terms of office shall commence on the first day of March following the election.

Section 9. Write-in candidates shall be permitted.

Section 10. The annual election following the January quarterly meeting shall be known as the general election.

Section 11. Except as otherwise herein specifically provided to the contrary, the same rules of procedure shall be followed in general and special elections.

Section 12. Special elections may be called by the President at anytime, except during the period from January 1 to February 15 of each year, upon the request of the Board, when, in the opinion of the Board such action is necessary.

Section 13. At least ten (10) days prior to the date of a special election, the Secretary shall mail to each member in good standing a ballot approved by the Board of Directors.

Section 14. Amendments to the Articles of Association and By-Laws shall be made by vote upon ballots. The Secretary shall mail a statement of the provisions of the proposed amendment and the reasons therefore with each ballot. Any special election shall be conducted and the count made in the same manner as provided for the election of members of the Board of

Directors (applies to Board of Directors only).

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Section 15. As soon as the results of an election are known, the Secretary shall notify the membership of the Association by causing same to be posted throughout the Sheriff's Department and District Attorney's Office. Such notification shall constitute the official notice of the vote on any amendment or any candidate.

Section 16. An amendment or amendments approved by a majority of the votes cast thereon shall become a part of the Articles of Association and By-laws and shall become effective midnight of the same day as voted upon.

ARTICLE VI

FUNDS

Section 1. There shall be maintained such separate funds as shall be so designated by the By-Laws or by minute orders of the Board of Directors.

Section 2. All funds or gifts shall be used exclusively for that purpose for which said funds or gifts were contributed.

Section 3. All non-designated funds shall be placed into the Association general fund.

Section 4. There shall be paid from the general fund all costs and expenses of the annual enterprises for the raising of money for the Association and all other operating cost and expenses including, without limiting said general term, all postage, printed matter, office supplies and equipment, salaries, legal fees and expenses, auditing costs and expenses, badges and citations to the members for outstanding performance of duty, citations to citizens for outstanding performance or service, legislation expenses, floral offerings, and all other expenses that do not conflict with the purposes of the Association, provided that the general chairman of the committee charges with raising monies for the annual enterprises shall have concurrent authority with the Board of Directors to authorize payment for the necessary expenses incurred in the promotion of such enterprises.

Section 5. The Board of Directors may, at all times, employ legal counsel and independent accountants in connection with the direction of the affairs of the Association, none of whom need be members of the Association.

ARTICLE VII

DEATH BENEFITS

Section 1. All dues paying members of this Association shall be entitled to participate in the death benefits of this Association. Each member's beneficiary will be the same as those that they have on file with their DSA group life insurance.

Section 2. Deleted

Section 3. Upon the death of a member in good standing in this Association, the Board of Directors shall direct the payment to

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the designated beneficiary of the deceased member, the sum of Five Hundred Dollars (\$500.00) less any sum due and owing by such deceased member to the Association at the time of his or her death.

ARTICLE VIII

COMMITTEES

Section 1. As soon as practicable after the General election each year the President shall appoint chairpersons of the following committees: Ways and Means, Membership, Wages and Benefits, Newspaper/Newsletter (Editor), Entertainment, Insurance, Athletics, and Political Action.

Section 2. WAYS & MEANS: This Committee shall have the responsibility for recommending to the Board of Directors, plans and/or projects for obtaining monies for the Association General Fund. The Chairman of this committee shall work in cooperation and under the direction of the Treasurer of the Association. A quarterly progress report shall be presented at each quarterly Association meeting.

Section 3. MEMBERSHIP: This committee shall be responsible for soliciting new members into the Association and keeping the Board of Directors informed of any member who may be in need of any specific assistance. This committee shall compile and inform the membership of any new benefits which are made available and shall accomplish this by employee information package which each new member shall receive. The Chairman of this committee shall work in cooperation and under the direction of the President of the Association.

Section 4. WAGES & BENEFITS: This committee shall be responsible for insuring that the Association complies with the rules and regulations of Section 3500 of the California Government Code (Myers-Milias-Brown Act), which pertains to wages, benefits, condition of employment and working conditions. This committee shall make periodic inquiries of the membership as to the needs of same and shall make formal studies on a semi-annual basis into the economic movements of the cost of living and any surveys which affect the wages and benefits of Association members. A quarterly progress report shall be made at each quarterly Association meeting.

Section 5. NEWSPAPER/NEWSLETIER (EDITOR): This committee shall be responsible for publishing the official publication of the Association. This committee shall be a liaison between the Association and the news media. The editor and staff shall work in cooperation and under the direction of the Board of Directors.

Section 6. ENTERTAINMENT: This committee shall be responsible for coordinating all Association social functions: This committee shall work under the direction of the President of the Association.

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Section 7. INSURANCE: This committee shall be responsible for payment of all insurance bills of Association members. This committee shall from time to time study the current trends in

the field of insurance policies and make recommendations to the Board of Directors. This committee shall work in cooperation with the wage and benefit committee and work under the direction of the Association Treasurer.

Section 8. ATHLETICS: This committee shall administer all Association sponsored teams, which includes team fees, equipment and the funding of such teams. In addition, this committee shall make recommendations to the Board of Directors concerning the participation of Association individual or team sports participation and the sponsorship thereof, anywhere in the nation. This committee shall prepare a budget on a yearly basis concerning all athletics involving Association members. This committee shall present quarterly progress reports at Association quarterly meetings. The Chairman of this committee shall work with and under the direction of the designated Board of Director.

Section 9 POLITICAL ACTION: This committee shall maintain close contact with political and elected officials. This contact will enable committee members to better advise the DSA in areas such as political endorsements and issues affecting this Association as a labor organization. This committee will also be better able to advise political and elected officials on issues important to the Association. The Chairman of the committee shall work in cooperation and under the direction of the designated Board of Director.

ARTICLE IX

FALSE ARREST BENEFITS

Section 1. The President shall, when the funds of the Association permit, and with the full approval of the Board of Directors, procure indemnification for each member in good standing for any and all liability arising out of or in connection with any action against a member for false arrest.

Section 2. Such indemnification may be in the form of either insurance or bond and shall include and not be limited to indemnification for any and all suits, judgments or settlements thereof and for either the supply of legal counsel for the defense of such actions or for reimbursements of such expenses incurred by the member. The limits of liability of the indemnitor shall be in an amount set by the Board of Directors, and shall be paid from the general fund.

ARTICLE X

AMENDMENTS AND INTERPRETATIONS

Section 1. Each member shall be entitled to a printed copy of these By-laws with the understanding that each member is responsible for reading same.

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Section 2. Any member may submit personally and in writing to the Board, proposed amendments by these By-laws, or proposed amendments to existing legislation or original legislation conducive to the well-being of its members. These amendments may be submitted at either of two times during the year; once to be voted on at the January General Election, or once to be voted on at the July General Meeting.

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Amendments intended to be voted on at the January General Election must be submitted not later than the preceding November 30. Amendments intended to be voted on at the July General Meeting must be submitted not later than the preceding May 31. The Board shall study and report on the proposed amendment. The report will be made at the next meeting of the Board following the submission deadline. The Board, however, must accept or reject the proposed amendments. The accepted proposed amendments as it may be amended and approved by the Board shall be placed on the ballot at the next general election. If rejected by the Board, then the member or members proposing same shall be notified in writing of its rejection, with reasons for such rejection. At the next regular meeting of the Board following the expiration of thirty (30) days after receipt of notice of such rejection, any member or members may then have the rejected proposal called upon the floor for discussion, acceptance or rejection, provided five (5) members in good standing so endorsed the rejected proposal, with the rights of discussion. Should the proposed amendment or legislation then be rejected by the Board, it shall be placed upon the ballot provided fifteen (15) members so endorse the amendment or proposed legislation. The ballot shall contain a notation of the vote of the Board on each particular proposal hereunder submitted.

Section 3. These By-Laws take effect upon a majority of the members voting for same March 1, 1977.

Section 4. Robert's Rules of Order shall govern all meetings of the Association.

Article XI
Endorsements

Section 1 As elected representatives of the Deputy Sheriff's Association, the Board of Directors will have the ability to give an endorsement for all elected offices except the following: The Office of the Sheriff for Santa Barbara County.

Section 2 If any member wishes to vote on any of the offices not specifically mentioned above, they can petition the Board of Directors by indicating the specific office to be

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voted on, and a list of signatures of no less than 25% of the membership of the association.

Section 3 Ballots will be prepared by the Secretary of the Board. This ballot will include two questions; "do you think the DSA should endorse a candidate"; and "If an endorsement is to be made, whom do you think the DSA should endorse?"

The Ballot will be posted on the DSA website and a notice will be sent to all voting members in good standing.

The balloting will be conducted in a previously establish manner on the DSA website.

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Section 4 The candidate whom receives the endorsement will be the candidate that receives a simple majority of the votes; 50% plus one of those who voted. If no candidate receives a majority as defined above, a run off between the top two vote getters will be conducted in the same manner as above, except the question about whether or not to endorse will be removed from the ballot.

Section 5 Notifications to the membership will be posted on the DSA website within 24 hours of the results of the endorsement election being finalized. The results will not be made public, except to the membership, until 48 hours after the posting of the results on the DSA website.

Section 6 Any member may challenge the results of the endorsement election if they feel that any of the procedures were not adhered to. A member may not challenge the results simply because they do not agree with the candidate whom received the endorsement.

To challenge the endorsement, a voting member must articulate the specific procedure violated in writing to the Board of Directors. The challenge must be submitted to the Board of Directors within five (5) days after the results of endorsement election are made known. The Board of Directors will call a meeting to address the challenge. This meeting will take place no later than 7 days after the filing of the challenge. The challenging member may bring and present any evidence of the violation of the procedures, including, but not limited to: documentation, and testimony. Testimony will be limited to presentations from active voting members. After hearing the challenge, the Board of Directors will make a

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determination of the challenge. The Board of Directors may find in favor of the challenge, or they may dismiss the challenge as having no merit.

within 5 days of hearing the challenge, the Board of Directors will prepare a written response to the challenge. The written response will minimally include a specific response to each of the challenged points made by the challenger. The Board of Directors cannot dismiss a challenge without addressing each point challenged by the challenger.

Once the Board of Directors has made their final decision, the final results of the endorsement election will be made public and include the following:

- Total number of votes cast
- Total number of votes rejected
- Total number of votes counted
- Total number of votes each candidate received
- Total number of votes to endorse

Total number of votes not to endorse

Once the results have been finalized and posted on the DSA website, they may be released to the general public.

Section 7 The endorsement for a political office shall include the following: The ability for the candidate to use the phrase, "endorsed by the Deputy Sheriff's Association"; and shall generally include a monetary donation. It shall also include an offer for man power in the form of volunteers. However, participation as a volunteer is at the discretion of the individual whom wish to volunteer for that particular candidate and is no way meant that the Association is obligated to provide volunteers.

The monetary donations will be made in the following increments. If the Board of Directors wishes to exceed the listed amounts, they must put the increased amount to a vote of the membership. The increased amount must be approved by a majority vote (50% + one of those who vote) of the membership:

Office of the Sheriff \$10,000.00

Board of Supervisor \$40,000.00

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State Level Offices \$10,000.00

State Level Initiatives \$10,000.00

County Level Initiatives variable depending on importance of issue at hand, but not to exceed \$20,000.00

**The above amounts are not guarantees and can be less than the stated amounts.

**Any money that is to be given to a candidate whom receives the endorsement will be given only after the endorsement is finalized and the time for all challenges has expired.

Section 8 All endorsements made by the DSA are the property of the DSA. If it is determined that the candidate is acting contrary to the best interest of the DSA, the endorsement can be revoked by a majority vote of the DSA Board of Directors.

Depending on the severity of the act that is deemed to be acting contrary to the best interest of the DSA, every attempt will be made to correct the behavior before the endorsement is revoked. However, should there be repeated, or severe act contrary to the best interest of the DSA, the endorsement may be revoked without notification.

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