

# El Paso County Sheriff's Officers Association, Inc.

747 E. SAN ANTONIO # 103

EL PASO, TEXAS 79901



## El Paso County Sheriff Officer's Association Membership Meeting

January 26, 2011

President - J. Marrufo\*\*V. President – Louie Silva\*\*Secretary- Fred Castillo \*\*Treasurer- R. Liggins

Directors: Brian Houston\*\*Marvin Ryals\*\*Mario Marquez\*\*Eulogio Munoz\*\*Roger Carreon\*\*  
CLEAT Regional Director: Marvin Ryals

- I. Call to Order: President;
- II. Pledge Of Allegiance:
- III. Special Guest: Bruce Villareal, Mrs. Francis Munoz, CLEAT Mayra
- IV. Invocation: Jose Mascorro
- V. Roll call of board: Present
  - a) Vacant- Present
  - b) Fred Castillo- NOT Present\_\_\_\_\_
  - c) Rudy Liggins- Present\_\_\_\_\_
  - d) Roger Carreon- Present\_\_\_\_\_
  - e) Brian Houston-Present\_\_\_\_\_
  - f) Marvin Ryals- Present\_\_\_\_\_
  - g) Mario Marquez: Present\_\_\_\_\_
  - h) Eulogio Munoz: Present\_\_\_\_\_
  - i) Louie Silva: Present\_\_\_\_\_

**VI. Minutes of last meetings; Quorum at 7:25 pm**

**VII. Committee Reports:**

a) Membership Committee: () – 807 members in the Association.

Grievance Committee: (L.Silva) – Motion by Frias/second by D/O Henry to accept report. **MOTION PASSED**

### **Monthly Grievance/Disciplinary hearings Status**

October Report- **35 Cases**

**1. 14 Disciplinary Case:**

- a. 7 pending I.A. results
- b. 2 set for arbitration
- c. 1 case settled for a 25 day suspension
- d. 1 case pending Worker Comp disposition
- e. 1 case close officers retired
- f. 1 case pending conclusion of criminal case
- g. 1 termination case upheld by arbitrator

2. **3 Civil Case** in Court reference officers not sworn in from previous Administration.

3. **11 Disciplinary cases** from previous Administration pending Court Hearing

4. **1 Lawsuit** filed Against the FOP: Court compelled discovery

**5. 5 grievances:**

- a. 1 pending settlement
- b. 2 pending County response
- c. 2 set for Arbitration working on dates

Treasurer's report: (Liggins) – Motion by Cpl Newsome/second by D/O Carreon to accept report **MOTION APPROVED**

President Marrufo:

1. Discuss rumors in the Dept.
  - a. That the Sheriff is going to lower our salaries by \$10,000 in 2014. The issue is covered under the CBA w/the County
  - b. That the Sheriff is doing away with our vacation/sick leave accrual. The issue is covered under the CBA w/the County
  - c. That the County is gunning for the Sgt's position. Cpl Henry and Sgt. Calderon inquired about the status of strategy the attorneys are formulating to defend against the elimination of the Sgt.'s position. Marrufo stated any position the county comes after, the Association and the CLEAT attorneys will be prepare to fight for them. Although Marrufo did not go into specifics about the strategy; he assured the officers that the Attorneys will provide the best argument possible whether in court or arbitration.
  - d. That the Sheriff is eliminating 2 Sgt's position per shift. The Association has not heard the Sheriff say this is true.
2. Discuss last month's meeting in Austin with CLEAT staff.
  - a. This year's legislative session will be one of fight to keep bills that benefited the unions
    - i. Pensions
    - ii. Collective Bargaining rights
    - iii. Civil Service
  - b. The Board present CLEAT a propose amendment to the Sheriff's Civil Service Commission.

3. Sgt. Hernandez brought up the issue about the possibility of the Association agreeing to extend the Lt.'s standing list. Marrufo stated that the board would not support the extension of the Lt.'s list for several reasons.
  - a. It is a violation of the CBA between the Sheriff and the Association
  - b. Any amendment to the CBA w/the Sheriff would have to be approved by a majority of voting membership by secret ballot.
  - c. Members who were not eligible at the time of the current list are now eligible and would have to wait an extra year. This would be an unfair.
  - d. The association has never supported an extension of any promotional exam.
  
4. Marrufo present Tony Provencio with the Sgt. Ruben Orozco award.

Door Prizes:

- ❖ Two \$50 dollar PAC checks- Lt. Frias donated the prize back to the PAC fund. D/O Carl was also a winner
- ❖ Two \$25 checks- Sgt. Rosalio Lara donated the prize to the PAC fund. Dep. George Johnson was also a winner

VIII. Old business: Discuss the County coming after the Sgt's Position.

IX. New business:

- a. The association's legislative agenda; CLEAT will support a bill that gives the Sheriff's employees a seat on the Sheriff's Civil Service Commission.
- b. CLEAT staff on site to provide officers with Will packets.
- c. Bruce Villareal is motivational speaker, gave a presentation on the importance of working as a team and not getting comfortable with yourself.
- d. Mrs. Francis Munoz registering members to vote.
- e. Cpl Ramirez and D/O Bryant concerns are that the Board keeps the membership informed on upcoming political scene.

Motion by Silva/second by Marquez to adjourn @ 2007  
hrs